

2009 Postdoc Survey

March 2009

Acknowledgements

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MOR Associates, an external consulting firm, acted as project manager for this effort, analyzing the data and preparing this report. MOR Associates specializes in continuous improvement, strategic thinking and leadership development. MOR Associates has conducted a number of large-scale surveys for organizations in higher education, including MIT, Stanford, the University of Chicago, and others.



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Section One Introduction and Overview

Introduction

This report provides a summary of the purposes, the methodology and the results of the Postdoc Survey sponsored by Berkeley Lab. The survey effort was initiated in early 2009 and data were collected in March 2009. This effort is part of a broader Laboratory-wide postdoc initiative to improve the postdoc experience at Berkeley Lab. The Postdoc Initiative Committee, introduced in the Monday, March 2, 2009, edition of *Today at Berkeley Lab*, is charged with assessing the current environment for postdocs and taking steps to support making Berkeley Lab a premier institution of choice for conducting postdoctoral research.

This survey was undertaken for the following purposes, all of which helped guide the design of the survey:

- To document where postdocs feel positively about working at Berkeley Lab as well as where they might not.
- To identify which gaps cause any dissatisfaction.
- To discern the degree to which various aspects of working at Berkeley Lab contribute to how postdocs feel about working at the Lab overall.
- To prioritize areas for improvement.

The overarching goal of this effort is to make Berkeley Lab a better place to work.

Christopher Paquette
Senior Consultant
MOR Associates

Survey Methodology

Survey Population

The survey solicited feedback from every member of the postdoc community. Respondents were informed in advance that ratings and text comments would be reported in aggregate by division.

Operations Sample Size and Response Rates

The survey was a census of the entire postdoc community and received an 72% response rate. This excellent response rate makes it highly likely that these results accurately represent the views of the community. The table below details the response rates for all divisions.

Division	No. of Resp.	Total Pop.	Pct. Of Pop.
Advanced Light Source	17	20	85%
Chemical Sciences	20	35	57%
Computational Research Div	15	16	94%
Earth Sciences	17	21	81%
Environmental Energy Tech	18	24	75%
General Sciences	40	55	73%
Genomics Division	15	15	100%
Life Sciences	32	44	73%
Materials Sciences	64	108	59%
Physical Biosciences	37	46	80%
GRAND TOTAL	275	384	72%

Types of Questions

A complete copy of the survey can be found in Appendix A.

The survey primarily used four different types of questions: agreement ratings questions using a six-point scale, importance ratings questions using a six-point scale, likelihood ratings using a five-point scale, and open-ended text questions. The agreement and text questions were organized around six categories that formed the titles of individual pages in the survey:

- Research, Training and Mentoring
- Career Development and Networking Opportunities
- Quality of Communication and Supervision
- Fairness and Respect
- Compensation and Benefits
- Institutional Support

Each of these categories had from two to five agreement questions associated with it and an open-ended text comment question that invited respondents to share any comments related to that category.

Additional sections in the survey included:

- General Information
- Number of Seminars Attended Annually
- Likelihood of Attending Workshops
- Demographics

The General Information section featured open-ended text questions asking respondents what they liked best about working at Berkeley Lab, what they liked least, what they valued about working at the lab, and which locations were the centers of their intellectual lives. It also included a question that asked respondents to rate their overall experience at Berkeley Lab. Another question asked respondents to rate importance of the above-named categories as they related to overall satisfaction.

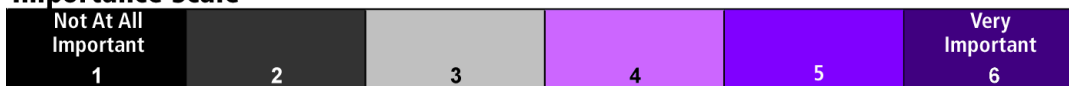
Scales Used in the Survey

The following graphic illustrates the scales used more than once in the survey. All ratings questions included an option of “N/A-Don’t Know.”

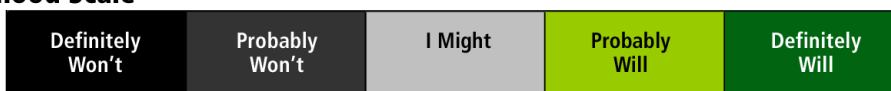
Agreement Scale



Importance Scale



Likelihood Scale



Overview of the Results

Executive Summary

As noted in the introduction, a primary purpose of the survey was to document where postdocs feel positively about working at Berkeley Lab as well as where they might not. The following table displays the means for all agreement questions sorted by mean from highest to lowest and includes the percent selecting somewhat agree, agree or strongly agree.

Agreement Ratings Sorted by Mean

Question	Mean	Count	Agree
Q11a. My work unit recognizes safety as an important core value and priority.	5.56	275	99%
Q7b. I am treated fairly and respectfully by my supervisor.	5.43	274	97%
Q7a. I am treated fairly and respectfully within the Berkeley Lab community.	5.33	273	98%
Q11c. I work in an environment where ethical conduct in research is a priority.	5.33	260	96%
Q5e. I am given an appropriate amount of independence.	5.26	274	96%
Q11b. The Laboratory's safety guidelines and practices help me conduct my research safely.	5.24	271	94%
Q1d. I have the resources needed to do my research.	5.13	271	93%
Q5d. In my work unit, my opinions and ideas are valued.	5.07	270	95%
Q11d. For international postdocs - The visa process was clearly explained with adequate communication and support throughout the visa / relocation process.	5.02	202	91%
Q1a. I am satisfied with the overall direction of my research.	5.00	271	94%
Q5c. In my work unit, my colleagues and I communicate effectively.	5.00	273	94%
Q1b. My supervisor takes time to discuss the science behind the experiments and issues that arise in my research.	4.98	272	87%
Q1c. I receive the training needed to do my postdoc research.	4.96	271	93%
Q3b. My supervisor encourages me to participate in seminars and conferences.	4.86	269	86%
Q3c. I am provided guidance regarding publishing my research.	4.82	256	88%
Q1e. I have access and exposure to other research groups and am able to collaborate freely across programs.	4.80	267	87%
Q9b. I am satisfied with my benefits as a postdoc at Berkeley Lab.	4.71	268	88%
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with colleagues and supervisors.	4.70	145	82%
Q5b. My supervisor provides constructive and timely feedback on my performance.	4.63	271	83%
Q5a. My supervisor provides clear direction and communicates expectations to me.	4.63	272	85%
Q7d. I work in an environment where a balance between my work and personal life is encouraged.	4.54	266	81%
Q3a. My supervisor and I discuss my career opportunities.	4.43	258	77%
Q9a. I am satisfied with my compensation as a postdoc at Berkeley Lab.	4.37	268	77%
Q3d. My supervisor provides information to me about funding opportunities.	4.11	247	71%

Overall Satisfaction with the Experience of Working as a Postdoc at Berkeley Lab

Respondents were to rate their satisfaction with the experience of working as a postdoc at Berkeley Lab.

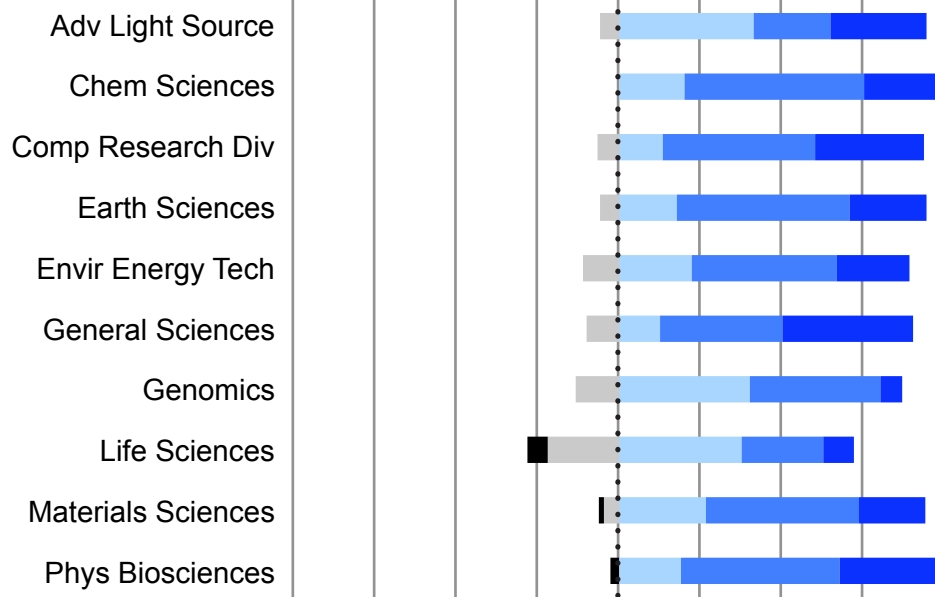
A complete description on how to read the chart below can be found on Page 14.

Overall Experience at Berkeley Lab

N

Q16. Overall, your experience working as a postdoc at Berkeley Lab is...

275



Satisfaction Scale



Q16	Overall, your experience working as a postdoc at Berkeley Lab is...					
	Poor	Fair	Good	Very Good	Excellent	Count
All	1%	8%	24%	42%	24%	275
Adv Light Source	0%	6%	41%	24%	29%	17
Chem Sciences	0%	0%	20%	55%	25%	20
Comp Research Div	0%	7%	13%	47%	33%	15
Earth Sciences	0%	6%	18%	53%	24%	17
Envir Energy Tech	0%	11%	22%	44%	22%	18
General Sciences	0%	10%	13%	38%	40%	40
Genomics	0%	13%	40%	40%	7%	15
Life Sciences	6%	22%	38%	25%	9%	32
Materials Sciences	2%	5%	27%	47%	20%	64
Phys Biosciences	3%	0%	19%	49%	30%	37

Executive Summary

As noted in the introduction, a primary purpose of the survey was to document where postdocs feel positively about working at Berkeley Lab as well as where they might not. The following table displays the means for all agreement questions sorted by mean from highest to lowest and includes the percent selecting somewhat agree, agree or strongly agree.

Agreement Ratings Sorted by Mean

Question	Mean	Count	Agree
Q11a. My work unit recognizes safety as an important core value and priority.	5.56	275	99%
Q7b. I am treated fairly and respectfully by my supervisor.	5.43	274	97%
Q7a. I am treated fairly and respectfully within the Berkeley Lab community.	5.33	273	98%
Q11c. I work in an environment where ethical conduct in research is a priority.	5.33	260	96%
Q5e. I am given an appropriate amount of independence.	5.26	274	96%
Q11b. The Laboratory's safety guidelines and practices help me conduct my research safely.	5.24	271	94%
Q1d. I have the resources needed to do my research.	5.13	271	93%
Q5d. In my work unit, my opinions and ideas are valued.	5.07	270	95%
Q11d. For international postdocs - The visa process was clearly explained with adequate communication and support throughout the visa / relocation process.	5.02	202	91%
Q1a. I am satisfied with the overall direction of my research.	5.00	271	94%
Q5c. In my work unit, my colleagues and I communicate effectively.	5.00	273	94%
Q1b. My supervisor takes time to discuss the science behind the experiments and issues that arise in my research.	4.98	272	87%
Q1c. I receive the training needed to do my postdoc research.	4.96	271	93%
Q3b. My supervisor encourages me to participate in seminars and conferences.	4.86	269	86%
Q3c. I am provided guidance regarding publishing my research.	4.82	256	88%
Q1e. I have access and exposure to other research groups and am able to collaborate freely across programs.	4.80	267	87%
Q9b. I am satisfied with my benefits as a postdoc at Berkeley Lab.	4.71	268	88%
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with colleagues and supervisors.	4.70	145	82%
Q5b. My supervisor provides constructive and timely feedback on my performance.	4.63	271	83%
Q5a. My supervisor provides clear direction and communicates expectations to me.	4.63	272	85%
Q7d. I work in an environment where a balance between my work and personal life is encouraged.	4.54	266	81%
Q3a. My supervisor and I discuss my career opportunities.	4.43	258	77%
Q9a. I am satisfied with my compensation as a postdoc at Berkeley Lab.	4.37	268	77%
Q3d. My supervisor provides information to me about funding opportunities.	4.11	247	71%

The Relationship Between Agreement Ratings for Specific Questions and Overall Satisfaction with the Experience of Working as a Postdoc at Berkeley Lab

The table below presents the relationships (correlations) between the agreement ratings (means) for individual questions and ratings for a unique question asking respondents to indicate their overall satisfaction with the experience of working as a postdoc at Berkeley Lab. The column labeled R2 indicates the strength of these relationships and is used here as a derived measure of importance. It should be noted that individual question percentages are not additive because they typically overlap in what they measure.

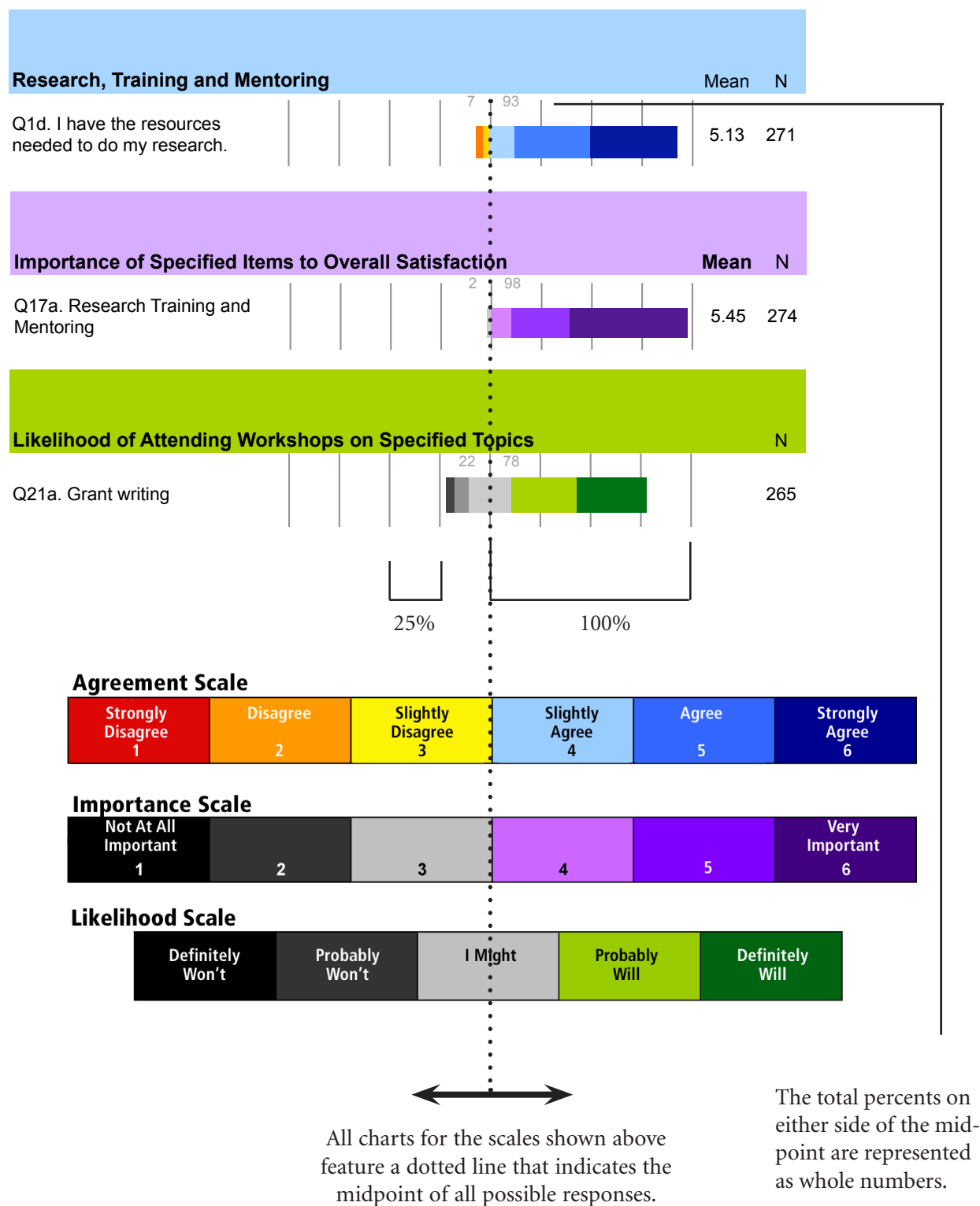
The question we are trying to examine with the correlations is: What aspects of working at Berkeley Lab have the most impact on overall satisfaction? It follows that we can use this information to consider which improvements might have the greatest potential to improve overall satisfaction. Our table suggests that if postdoc's supervisor take an active interest in his or her personal growth s/he will be more likely to be satisfied overall, and conversely, if an employee's ideas are not valued s/he will be less likely to be satisfied overall. Yet the ratings for questions related to supervisors' behavior in this regard tended to be lower, suggesting this may be an area to prioritize. On the opposite end of the table we have benefits, which received lower ratings, yet does not appear to drive overall satisfaction. Does this mean it's not important? Not necessarily. Correlation does not automatically equal causality. It could mean that it's simply a non-issue because the benefits are adequate and/or are offset by higher compensation.

Question	N	Mean	R2	Strength of Correlation
I am satisfied with the overall direction of my research.	271	5.00	39%	Moderate to High
My supervisor provides constructive and timely feedback on my performance.	271	4.63	35%	
My supervisor provides clear direction and communicates expectations to me.	272	4.63	34%	
My supervisor takes time to discuss the science behind the experiments and issues that arise in my research.	272	4.98	31%	
I am treated fairly and respectfully by my supervisor.	274	5.43	31%	Moderate to Low
My supervisor encourages me to participate in seminars and conferences.	269	4.86	30%	
I receive the training needed to do my postdoc research.	271	4.96	30%	
I am provided guidance regarding publishing my research.	256	4.82	28%	
I have access and exposure to other research groups and am able to collaborate freely across programs.	267	4.80	27%	
My supervisor and I discuss my career opportunities.	258	4.43	26%	
In my work unit, my opinions and ideas are valued.	270	5.07	25%	
In my work unit, my colleagues and I communicate effectively.	273	5.00	25%	
Berkeley Lab has adequate and clear procedures for resolving disputes with colleagues and supervisors.	145	4.70	22%	
I am given an appropriate amount of independence.	274	5.26	22%	
I have the resources needed to do my research.	271	5.13	22%	
My supervisor provides information to me about funding opportunities.	247	4.11	22%	Low
I am treated fairly and respectfully within the Berkeley Lab community.	273	5.33	20%	
I work in an environment where ethical conduct in research is a priority.	260	5.33	17%	
I work in an environment where a balance between my work and personal life is encouraged.	266	4.54	16%	
My work unit recognizes safety as an important core value and priority.	275	5.56	14%	
I am satisfied with my compensation as a postdoc at Berkeley Lab.	268	4.37	13%	
The Laboratory's safety guidelines and practices help me conduct my research safely.	271	5.24	11%	
I am satisfied with my benefits as a postdoc at Berkeley Lab.	268	4.71	7%	Very Low
For international postdocs - The visa process was clearly explained with adequate communication and support throughout the visa / relocation process.	202	5.02	5%	

Reading the Charts and Tables

Reading the Summary Charts

Throughout this report there are charts that show the percent responding for a given point in the scales depicted below. The diagram below illustrates the structure of these charts.



Reading the Breakout Tables and Charts

Throughout this report there are tables and charts that have been designed to illustrate differences in level of agreement or importance between divisions and between various demographic groups. The diagram below illustrates the structure of these tables and charts.

The first column displays summary results for the population included in the breakout.

Unique groups within the population appear in subsequent columns.

Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech
Q1a. I am satisfied with the overall direction of my research.	5.00 271 0.97 / 0.12	4.94 17 0.90 / 0.43	5.20 20 0.77 / 0.34	5.27 15 0.70 / 0.36	5.25 16 0.77 / 0.38	5.06 17 1.30 / 0.62
Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech
Q1b. My supervisor takes time to discuss the science behind the experiments and issues that arise in my research.	4.98 272 1.27 / 0.15	4.24 17 1.75 / 0.83	5.63 19 0.50 / 0.22	5.33 15 0.82 / 0.41	5.25 16 0.77 / 0.38	5.06 18 1.47 / 0.68
Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech
Q1c. I receive the training needed to do my postdoc research.	4.96 271 1.05 / 0.12	4.76 17 1.15 / 0.55	5.30 20 0.57 / 0.25	5.27 15 0.80 / 0.40	5.38 16 0.62 / 0.30	4.56 18 1.65 / 0.76

The following statistical measures are provided:

Mean

Count

Standard Deviation

Color codings of all statistical measures have been provided in order to flag possible areas of strength or weakness according to the following scheme:

■ ≤ 4.00

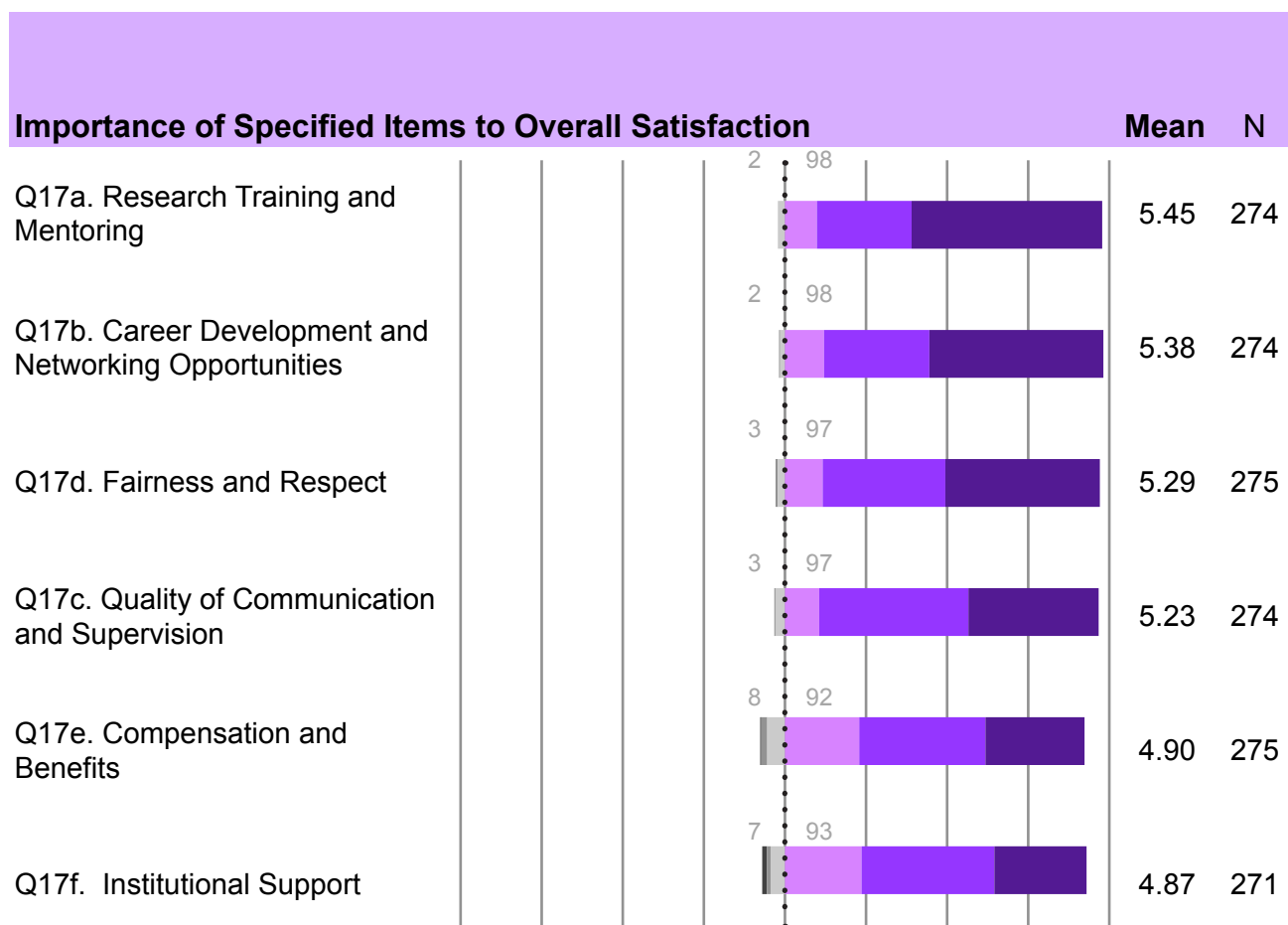
■ 4.01 - 4.50

■ ≥ 5.50

The differences between the mean for "All" versus the means for individual divisions are graphed.

Measures of Importance to Overall Job Satisfaction

The literature supports the notion that people's responses to importance questions often reflect what is "socially acceptable" rather than what is truly important to individuals. Thus, the results to this question may best be interpreted as a measure of the cultural norms at Berkeley Lab.



Q17a Research Training and Mentoring									
	Mean	1-VU	2	3	4	5	6-VI	Count	Std. Dev.
All	5.45	0%	0%	2%	10%	29%	59%	274	0.76
Adv Light Source	5.29	0%	0%	0%	18%	35%	47%	17	0.77
Chem Sciences	5.55	0%	0%	0%	5%	35%	60%	20	0.60
Comp Research Div	5.60	0%	0%	0%	7%	27%	67%	15	0.63
Earth Sciences	5.88	0%	0%	0%	0%	12%	88%	17	0.33
Envir Energy Tech	5.17	0%	0%	6%	17%	33%	44%	18	0.92
General Sciences	5.15	0%	0%	0%	18%	49%	33%	39	0.71
Genomics	5.33	0%	0%	7%	13%	20%	60%	15	0.98
Life Sciences	5.72	0%	0%	0%	6%	16%	78%	32	0.58
Materials Sciences	5.45	0%	0%	3%	5%	36%	56%	64	0.73
Phys Biosciences	5.43	0%	0%	5%	14%	14%	68%	37	0.93

Q17b Career Development and Networking Opportunities									
	Mean	1-VU	2	3	4	5	6-VI	Count	Std. Dev.
All	5.38	0%	0%	1%	12%	32%	54%	274	0.78
Adv Light Source	5.35	0%	0%	0%	18%	29%	53%	17	0.79
Chem Sciences	5.45	0%	0%	0%	10%	35%	55%	20	0.69
Comp Research Div	5.47	0%	0%	0%	13%	27%	60%	15	0.74
Earth Sciences	5.59	0%	0%	0%	6%	29%	65%	17	0.62
Envir Energy Tech	5.28	0%	0%	0%	22%	28%	50%	18	0.83
General Sciences	5.18	0%	0%	0%	18%	46%	36%	39	0.72
Genomics	5.20	0%	0%	7%	20%	20%	53%	15	1.01
Life Sciences	5.69	0%	0%	0%	3%	25%	72%	32	0.54
Materials Sciences	5.27	0%	2%	5%	8%	38%	48%	64	0.91
Phys Biosciences	5.46	0%	0%	0%	14%	27%	59%	37	0.73

Q17c Quality of Communication and Supervision									
	Mean	1-VU	2	3	4	5	6-VI	Count	Std. Dev.
All	5.23	0%	0%	3%	11%	46%	40%	274	0.78
Adv Light Source	5.29	0%	0%	0%	0%	71%	29%	17	0.47
Chem Sciences	5.15	0%	5%	5%	5%	40%	45%	20	1.09
Comp Research Div	5.47	0%	0%	0%	7%	40%	53%	15	0.64
Earth Sciences	5.35	0%	0%	0%	6%	53%	41%	17	0.61
Envir Energy Tech	5.06	0%	0%	0%	28%	39%	33%	18	0.80
General Sciences	5.03	0%	0%	5%	18%	48%	30%	40	0.83
Genomics	5.27	0%	0%	7%	7%	40%	47%	15	0.88
Life Sciences	5.34	0%	0%	0%	13%	41%	47%	32	0.70
Materials Sciences	5.14	0%	0%	6%	10%	48%	37%	63	0.84
Phys Biosciences	5.41	0%	0%	0%	8%	43%	49%	37	0.64

Q17d Fairness and Respect									
	Mean	1-VU	2	3	4	5	6-VI	Count	Std. Dev.
All	5.29	0%	1%	2%	12%	38%	48%	275	0.81
Adv Light Source	5.12	0%	0%	6%	18%	35%	41%	17	0.93
Chem Sciences	5.35	0%	0%	5%	5%	40%	50%	20	0.81
Comp Research Div	5.33	0%	0%	0%	27%	13%	60%	15	0.90
Earth Sciences	5.41	0%	0%	0%	12%	35%	53%	17	0.71
Envir Energy Tech	5.11	0%	6%	6%	6%	39%	44%	18	1.13
General Sciences	5.43	0%	0%	0%	8%	43%	50%	40	0.64
Genomics	5.47	0%	0%	0%	13%	27%	60%	15	0.74
Life Sciences	5.47	0%	0%	0%	6%	41%	53%	32	0.62
Materials Sciences	5.09	0%	2%	3%	14%	47%	34%	64	0.87
Phys Biosciences	5.35	0%	0%	3%	14%	30%	54%	37	0.82

Q17e Compensation and Benefits									
	Mean	1-VU	2	3	4	5	6-VI	Count	Std. Dev.
All	4.90	0%	2%	5%	23%	39%	31%	275	0.98
Adv Light Source	4.65	0%	0%	12%	35%	29%	24%	17	1.00
Chem Sciences	5.10	5%	0%	0%	5%	55%	35%	20	1.12
Comp Research Div	5.00	0%	0%	7%	27%	27%	40%	15	1.00
Earth Sciences	5.29	0%	0%	6%	12%	29%	53%	17	0.92
Envir Energy Tech	5.00	0%	0%	6%	22%	39%	33%	18	0.91
General Sciences	4.48	0%	8%	3%	35%	45%	10%	40	0.99
Genomics	5.20	0%	0%	0%	20%	40%	40%	15	0.77
Life Sciences	5.16	0%	3%	0%	16%	41%	41%	32	0.92
Materials Sciences	4.84	0%	2%	8%	23%	39%	28%	64	0.98
Phys Biosciences	4.84	0%	0%	11%	24%	35%	30%	37	0.99

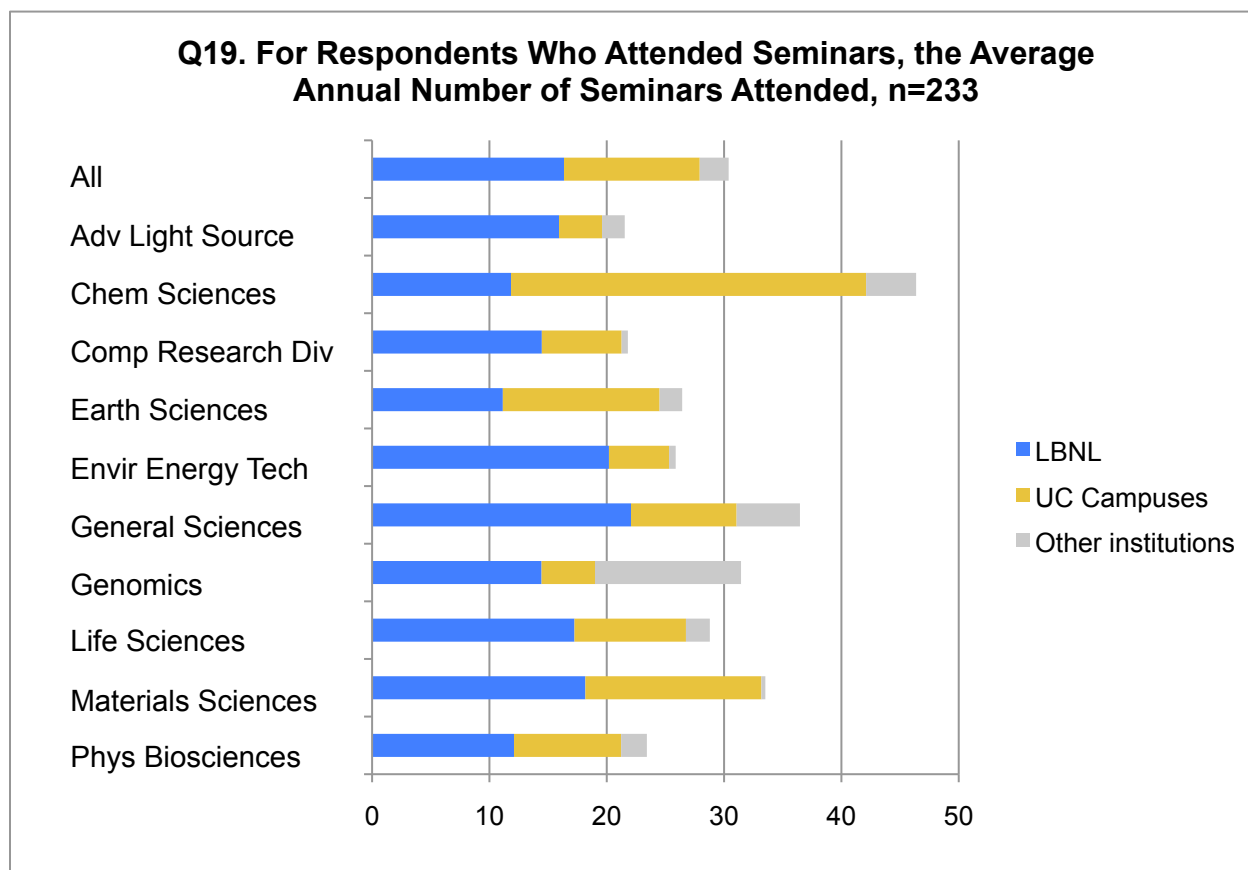
Q17f Institutional Support									
	Mean	1-VU	2	3	4	5	6-VI	Count	Std. Dev.
All	4.87	1%	1%	4%	24%	41%	28%	271	1.01
Adv Light Source	4.76	0%	0%	6%	24%	59%	12%	17	0.75
Chem Sciences	4.90	5%	0%	10%	10%	35%	40%	20	1.33
Comp Research Div	5.00	0%	0%	0%	33%	33%	33%	15	0.85
Earth Sciences	5.31	0%	0%	0%	13%	44%	44%	16	0.70
Envir Energy Tech	4.72	0%	6%	11%	17%	39%	28%	18	1.18
General Sciences	4.82	5%	0%	0%	26%	41%	28%	39	1.17
Genomics	4.93	0%	0%	0%	40%	27%	33%	15	0.88
Life Sciences	5.16	0%	3%	0%	22%	28%	47%	32	0.99
Materials Sciences	4.72	2%	0%	9%	22%	48%	19%	64	0.98
Phys Biosciences	4.74	0%	3%	3%	31%	43%	20%	35	0.92

[illegible]

Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q17f. Institutional Support	4.87	4.76	4.90	5.00	5.31	4.72	4.82	4.93	5.16	4.72	4.74
	271	17	20	15	16	18	39	15	32	64	35
	1.01 / 0.12	0.75 / 0.36	1.33 / 0.58	0.85 / 0.43	0.70 / 0.35	1.18 / 0.54	1.17 / 0.37	0.88 / 0.45	0.99 / 0.34	0.98 / 0.24	0.92 / 0.30

Number of Seminars Attended Annually

Average Annual Number of Seminars Attended: All Divisions



Q19 Number of seminars attended annually (average)					
	LBNL	UC Campuses	Other institutions	All venues	Count
All	16	12	2	30	233
Adv Light Source	16	4	2	22	15
Chem Sciences	12	30	4	46	19
Comp Research Div	14	7	1	22	15
Earth Sciences	11	13	2	26	14
Envir Energy Tech	20	5	1	26	16
General Sciences	22	9	5	36	30
Genomics	14	5	12	31	9
Life Sciences	17	10	2	29	28
Materials Sciences	18	15	0	34	56
Phys Biosciences	12	9	2	23	31

Likelihood of Attending Workshops



Note:

This table shows the breakout by citizenship status as charted immediately above.

Q21e	English as a second language for scientists and researchers					
	Definitely Won't	Probably Won't	Might	Probably Will	Definitely Will	Count
All	38%	19%	12%	16%	15%	257
Citizen	88%	8%	2%	2%	0%	60
Immigrant	9%	36%	18%	18%	18%	11
Non-Immigrant	23%	22%	15%	20%	20%	186

Q21a Grant writing						
	Definitely Won't	Probably Won't	Might	Probably Will	Definitely Will	Count
All	5%	7%	22%	32%	35%	265
Adv Light Source	0%	13%	19%	38%	31%	16
Chem Sciences	0%	5%	15%	45%	35%	20
Comp Research Div	7%	7%	20%	27%	40%	15
Earth Sciences	0%	0%	31%	31%	38%	16
Envir Energy Tech	6%	22%	11%	33%	28%	18
General Sciences	6%	9%	44%	26%	15%	34
Genomics	13%	7%	33%	13%	33%	15
Life Sciences	3%	0%	16%	32%	48%	31
Materials Sciences	5%	6%	16%	30%	44%	64
Phys Biosciences	6%	6%	17%	44%	28%	36

Q21b Oral presentations						
	Definitely Won't	Probably Won't	Might	Probably Will	Definitely Will	Count
All	8%	20%	26%	29%	17%	266
Adv Light Source	13%	13%	19%	44%	13%	16
Chem Sciences	5%	20%	35%	30%	10%	20
Comp Research Div	13%	13%	40%	13%	20%	15
Earth Sciences	0%	25%	31%	25%	19%	16
Envir Energy Tech	12%	24%	12%	35%	18%	17
General Sciences	8%	30%	24%	22%	16%	37
Genomics	20%	27%	27%	13%	13%	15
Life Sciences	10%	16%	26%	26%	23%	31
Materials Sciences	6%	11%	28%	33%	22%	64
Phys Biosciences	6%	29%	23%	37%	6%	35

Q21c Negotiating and resolving conflict						
	Definitely Won't	Probably Won't	Might	Probably Will	Definitely Will	Count
All	13%	29%	28%	20%	9%	260
Adv Light Source	13%	19%	25%	38%	6%	16
Chem Sciences	25%	25%	40%	5%	5%	20
Comp Research Div	20%	33%	13%	27%	7%	15
Earth Sciences	7%	43%	14%	21%	14%	14
Envir Energy Tech	12%	35%	35%	6%	12%	17
General Sciences	9%	37%	31%	9%	14%	35
Genomics	29%	36%	21%	14%	0%	14
Life Sciences	17%	17%	27%	17%	23%	30
Materials Sciences	9%	28%	36%	22%	5%	64
Phys Biosciences	9%	26%	20%	40%	6%	35

Q21d Scientific article writing and publishing						
	Definitely Won't	Probably Won't	Might	Probably Will	Definitely Will	Count
All	6%	12%	26%	29%	28%	265
Adv Light Source	7%	0%	27%	33%	33%	15
Chem Sciences	0%	15%	10%	45%	30%	20
Comp Research Div	20%	7%	40%	13%	20%	15
Earth Sciences	0%	7%	36%	21%	36%	14
Envir Energy Tech	11%	6%	33%	22%	28%	18
General Sciences	5%	19%	32%	19%	24%	37
Genomics	7%	27%	20%	20%	27%	15
Life Sciences	6%	6%	25%	25%	38%	32
Materials Sciences	5%	16%	20%	31%	28%	64
Phys Biosciences	6%	6%	26%	43%	20%	35

Q21e English as a second language for scientists and researchers						
	Definitely Won't	Probably Won't	Might	Probably Will	Definitely Will	Count
All	38%	19%	12%	16%	15%	259
Adv Light Source	27%	20%	7%	33%	13%	15
Chem Sciences	30%	5%	15%	25%	25%	20
Comp Research Div	43%	0%	36%	7%	14%	14
Earth Sciences	36%	21%	7%	14%	21%	14
Envir Energy Tech	50%	22%	0%	11%	17%	18
General Sciences	34%	20%	11%	17%	17%	35
Genomics	47%	27%	13%	7%	7%	15
Life Sciences	45%	16%	10%	6%	23%	31
Materials Sciences	34%	19%	13%	23%	11%	62
Phys Biosciences	40%	29%	11%	11%	9%	35

Q21f How to lead and motivate people						
	Definitely Won't	Probably Won't	Might	Probably Will	Definitely Will	Count
All	9%	17%	27%	30%	17%	266
Adv Light Source	19%	6%	38%	38%	0%	16
Chem Sciences	5%	25%	30%	25%	15%	20
Comp Research Div	13%	7%	27%	20%	33%	15
Earth Sciences	7%	13%	33%	33%	13%	15
Envir Energy Tech	12%	24%	35%	18%	12%	17
General Sciences	8%	19%	31%	31%	11%	36
Genomics	20%	20%	33%	13%	13%	15
Life Sciences	10%	16%	23%	26%	26%	31
Materials Sciences	6%	17%	25%	31%	20%	64
Phys Biosciences	8%	16%	19%	43%	14%	37

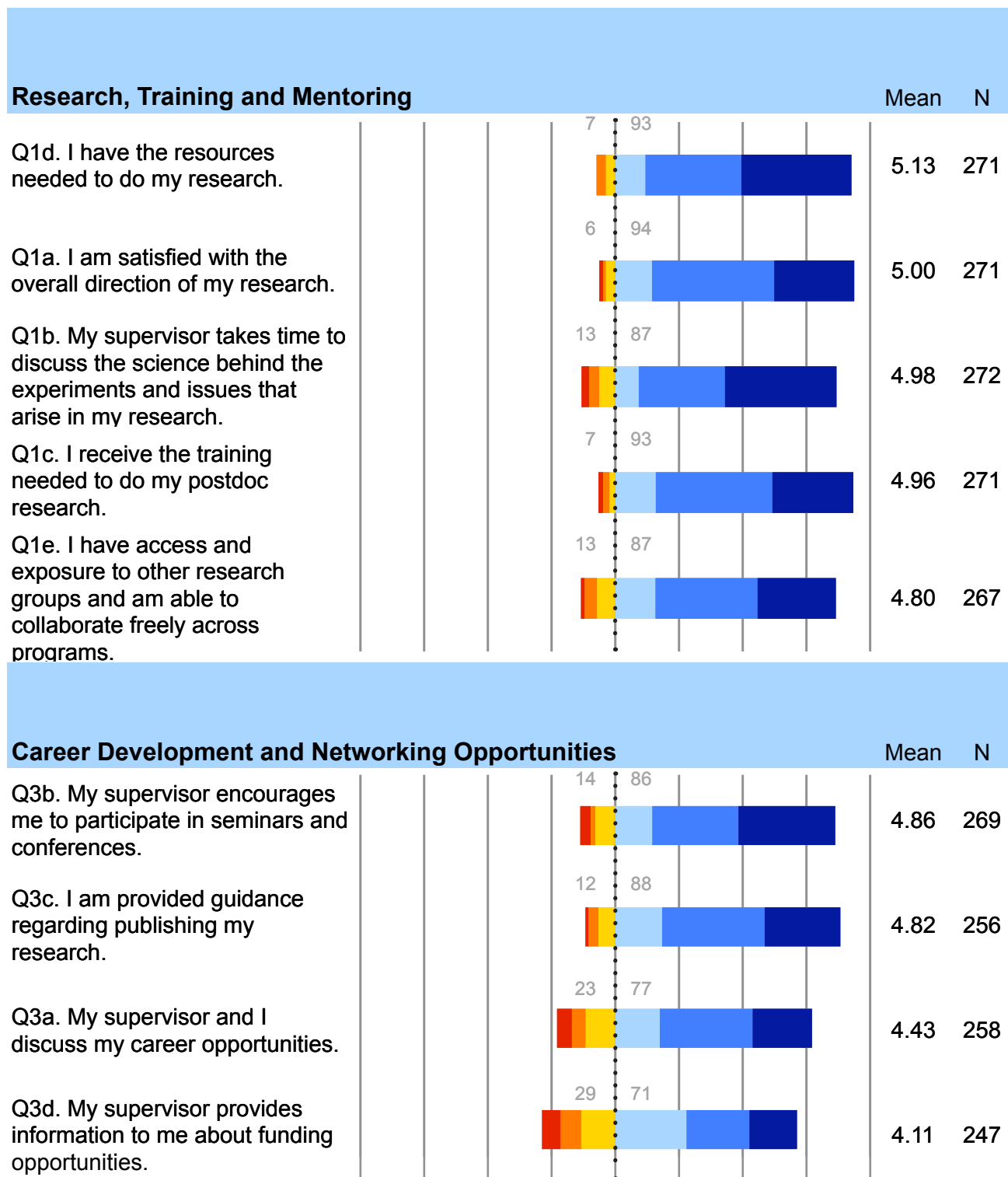
Q21g How to run a lab / management of a lab						
	Definitely Won't	Probably Won't	Might	Probably Will	Definitely Will	Count
All	9%	11%	30%	30%	21%	266
Adv Light Source	13%	0%	40%	47%	0%	15
Chem Sciences	5%	5%	40%	35%	15%	20
Comp Research Div	20%	0%	53%	13%	13%	15
Earth Sciences	6%	13%	19%	38%	25%	16
Envir Energy Tech	18%	18%	24%	24%	18%	17
General Sciences	14%	28%	31%	19%	8%	36
Genomics	20%	0%	40%	27%	13%	15
Life Sciences	3%	3%	26%	32%	35%	31
Materials Sciences	3%	14%	27%	28%	28%	64
Phys Biosciences	5%	5%	22%	38%	30%	37

Q21h How to balance family and career						
	Definitely Won't	Probably Won't	Might	Probably Will	Definitely Will	Count
All	14%	30%	26%	18%	12%	265
Adv Light Source	13%	13%	38%	38%	0%	16
Chem Sciences	5%	40%	40%	0%	15%	20
Comp Research Div	13%	20%	33%	20%	13%	15
Earth Sciences	6%	38%	13%	25%	19%	16
Envir Energy Tech	24%	35%	12%	18%	12%	17
General Sciences	14%	33%	31%	11%	11%	36
Genomics	20%	47%	20%	13%	0%	15
Life Sciences	16%	13%	32%	26%	13%	31
Materials Sciences	13%	25%	30%	19%	14%	64
Phys Biosciences	17%	43%	9%	20%	11%	35

Q21i Time management skills						
	Definitely Won't	Probably Won't	Might	Probably Will	Definitely Will	Count
All	10%	26%	26%	22%	16%	266
Adv Light Source	6%	19%	38%	38%	0%	16
Chem Sciences	15%	20%	30%	25%	10%	20
Comp Research Div	20%	20%	27%	13%	20%	15
Earth Sciences	6%	25%	25%	19%	25%	16
Envir Energy Tech	18%	18%	35%	18%	12%	17
General Sciences	8%	33%	22%	14%	22%	36
Genomics	13%	40%	33%	7%	7%	15
Life Sciences	9%	19%	28%	25%	19%	32
Materials Sciences	5%	27%	22%	28%	19%	64
Phys Biosciences	14%	31%	23%	20%	11%	35

Q21j Career planning workshop						
	Definitely Won't	Probably Won't	Might	Probably Will	Definitely Will	Count
All	3%	9%	27%	32%	29%	264
Adv Light Source	0%	0%	25%	44%	31%	16
Chem Sciences	0%	20%	25%	30%	25%	20
Comp Research Div	0%	0%	40%	13%	47%	15
Earth Sciences	6%	0%	44%	13%	38%	16
Envir Energy Tech	0%	6%	29%	53%	12%	17
General Sciences	6%	19%	11%	39%	25%	36
Genomics	13%	13%	40%	33%	0%	15
Life Sciences	6%	6%	25%	22%	41%	32
Materials Sciences	2%	8%	23%	28%	39%	61
Phys Biosciences	0%	6%	33%	44%	17%	36

Summary Charts of Agreement Ratings for All Questions



Quality of Communication and Supervision

Mean N

Q5e. I am given an appropriate amount of independence.



5.26 274

Q5d. In my work unit, my opinions and ideas are valued.



5.07 270

Q5c. In my work unit, my colleagues and I communicate effectively.



5.00 273

Q5b. My supervisor provides constructive and timely feedback on my performance.



4.63 271

Q5a. My supervisor provides clear direction and communicates expectations to me.



4.63 272

Fairness and Respect

Mean N

Q7b. I am treated fairly and respectfully by my supervisor.



5.43 274

Q7a. I am treated fairly and respectfully within the Berkeley Lab community.



5.33 273

Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with colleagues and supervisors.



4.70 145

Q7d. I work in an environment where a balance between my work and personal life is encouraged.



4.54 266

Compensation and Benefits

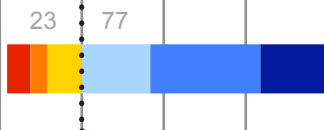
Mean N

Q9b. I am satisfied with my benefits as a postdoc at Berkeley Lab.



4.71 268

Q9a. I am satisfied with my compensation as a postdoc at Berkeley Lab.



4.37 268

Institutional Support

Mean N

Q11a. My work unit recognizes safety as an important core value and priority.



5.56 275

Q11c. I work in an environment where ethical conduct in research is a priority.



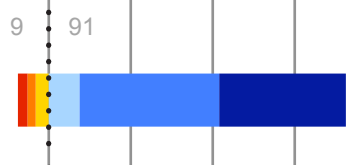
5.33 260

Q11b. The Laboratory's safety guidelines and practices help me conduct my research safely.



5.24 271

Q11d. For international postdocs The visa process was clearly explained with adequate communication and support throughout the visa / relocation process.



5.02 202

Breakout Charts and Tables -All Divisions

Research, Training, and Mentoring: All Divisions

[illegible]

Career Development and Networking Opportunities: All Div.

[illegible]

Quality of Communication and Supervision: All Divisions

[illegible]

Fairness and Respect: All Divisions

[illegible]

Compensation and Benefits: All Divisions

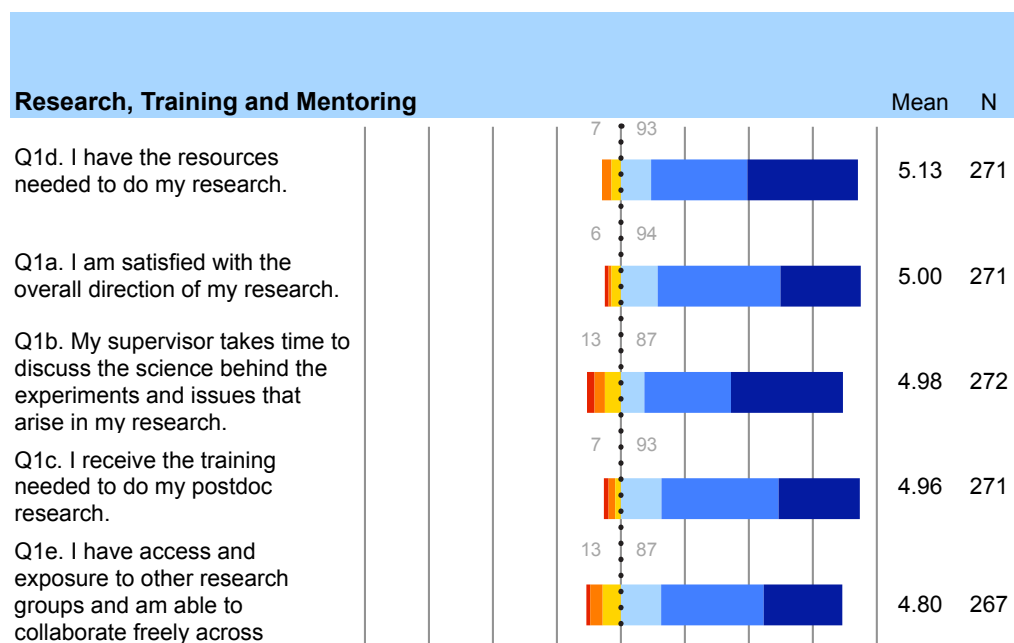
Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q9a. I am satisfied with my compensation as a postdoc at Berkeley Lab.	4.37	5.06	4.00	5.33	4.93	4.53	5.08	4.64	3.78	4.06	3.69
	268	17	20	15	15	17	40	14	32	63	35
	1.44 / 0.17	0.83 / 0.39	1.34 / 0.59	0.82 / 0.41	0.88 / 0.45	1.66 / 0.79	0.92 / 0.28	1.39 / 0.73	1.74 / 0.60	1.47 / 0.36	1.47 / 0.49
Q9b. I am satisfied with my benefits as a postdoc at Berkeley Lab.	4.71	5.20	4.90	5.13	4.53	4.71	4.98	5.07	4.53	4.37	4.59
	268	15	20	15	15	17	40	15	32	62	37
	1.19 / 0.14	0.86 / 0.44	0.79 / 0.35	0.92 / 0.46	1.36 / 0.69	1.53 / 0.73	1.00 / 0.31	0.88 / 0.45	1.39 / 0.48	1.33 / 0.33	1.04 / 0.34

Institutional Support: All Divisions

[illegible]

Section Two Individual Question Results

Research, Training, and Mentoring



[illegible]

Q1a I am satisfied with the overall direction of my research.									
	Mean	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree	Count	Std. Dev.
All	5.00	1%	1%	4%	14%	48%	31%	271	0.97
Adv Light Source	4.94	0%	0%	6%	24%	41%	29%	17	0.90
Chem Sciences	5.20	0%	0%	5%	5%	55%	35%	20	0.77
Comp Research Div	5.27	0%	0%	0%	13%	47%	40%	15	0.70
Earth Sciences	5.25	0%	0%	0%	19%	38%	44%	16	0.77
Envir Energy Tech	5.06	6%	0%	6%	0%	47%	41%	17	1.30
General Sciences	4.93	0%	0%	8%	20%	45%	28%	40	0.89
Genomics	4.93	0%	0%	7%	21%	43%	29%	14	0.92
Life Sciences	4.77	0%	10%	3%	16%	42%	29%	31	1.20
Materials Sciences	4.95	3%	0%	0%	16%	58%	23%	64	0.95
Phys Biosciences	5.08	3%	0%	5%	8%	46%	38%	37	1.06

Q1b My supervisor takes time to discuss the science behind the experiments and issues that arise in my research.									
	Mean	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree	Count	Std. Dev.
All	4.98	3%	4%	6%	9%	34%	44%	272	1.27
Adv Light Source	4.24	12%	12%	6%	6%	41%	24%	17	1.75
Chem Sciences	5.63	0%	0%	0%	0%	37%	63%	19	0.50
Comp Research Div	5.33	0%	0%	0%	20%	27%	53%	15	0.82
Earth Sciences	5.25	0%	0%	0%	19%	38%	44%	16	0.77
Envir Energy Tech	5.06	6%	6%	0%	11%	22%	56%	18	1.47
General Sciences	4.98	0%	8%	13%	5%	25%	50%	40	1.33
Genomics	4.93	0%	0%	20%	7%	33%	40%	15	1.16
Life Sciences	4.66	6%	3%	0%	22%	47%	22%	32	1.29
Materials Sciences	4.90	0%	6%	11%	6%	38%	38%	63	1.21
Phys Biosciences	5.14	8%	0%	3%	5%	27%	57%	37	1.44

Q1c I receive the training needed to do my postdoc research.									
	Mean	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree	Count	Std. Dev.
All	4.96	2%	3%	2%	16%	46%	32%	271	1.05
Adv Light Source	4.76	6%	0%	0%	18%	59%	18%	17	1.15
Chem Sciences	5.30	0%	0%	0%	5%	60%	35%	20	0.57
Comp Research Div	5.27	0%	0%	0%	20%	33%	47%	15	0.80
Earth Sciences	5.38	0%	0%	0%	6%	50%	44%	16	0.62
Envir Energy Tech	4.56	6%	11%	11%	6%	28%	39%	18	1.65
General Sciences	4.98	0%	3%	3%	30%	25%	40%	40	1.03
Genomics	4.80	0%	0%	0%	20%	80%	0%	15	0.41
Life Sciences	4.66	6%	3%	3%	13%	56%	19%	32	1.29
Materials Sciences	4.98	2%	3%	2%	16%	44%	33%	63	1.05
Phys Biosciences	5.06	0%	3%	3%	14%	46%	34%	35	0.94

Q1d I have the resources needed to do my research.									
	Mean	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree	Count	Std. Dev.
All	5.13	0%	4%	4%	12%	38%	43%	271	1.01
Adv Light Source	4.88	0%	6%	0%	24%	41%	29%	17	1.05
Chem Sciences	5.45	0%	0%	0%	10%	35%	55%	20	0.69
Comp Research Div	5.53	0%	0%	0%	13%	20%	67%	15	0.74
Earth Sciences	5.06	0%	6%	0%	24%	24%	47%	17	1.14
Envir Energy Tech	4.72	0%	11%	0%	22%	39%	28%	18	1.23
General Sciences	5.34	0%	0%	5%	8%	34%	53%	38	0.85
Genomics	5.27	0%	7%	0%	0%	47%	47%	15	1.03
Life Sciences	4.74	0%	6%	6%	19%	42%	26%	31	1.12
Materials Sciences	4.98	0%	3%	10%	10%	41%	37%	63	1.07
Phys Biosciences	5.43	0%	3%	0%	3%	41%	54%	37	0.80

Q1e I have access and exposure to other research groups and am able to collaborate freely across programs.									
	Mean	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree	Count	Std. Dev.
All	4.80	1%	5%	7%	16%	40%	31%	267	1.18
Adv Light Source	5.00	0%	6%	0%	12%	53%	29%	17	1.00
Chem Sciences	4.95	0%	0%	11%	11%	53%	26%	19	0.91
Comp Research Div	4.67	0%	0%	20%	20%	33%	27%	15	1.11
Earth Sciences	5.00	0%	0%	18%	6%	35%	41%	17	1.12
Envir Energy Tech	4.38	6%	13%	6%	25%	13%	38%	16	1.67
General Sciences	4.76	3%	3%	5%	21%	42%	26%	38	1.15
Genomics	4.47	0%	13%	7%	13%	53%	13%	15	1.25
Life Sciences	4.16	3%	19%	10%	10%	42%	16%	31	1.51
Materials Sciences	5.08	0%	0%	3%	22%	38%	37%	63	0.85
Phys Biosciences	5.03	3%	3%	6%	8%	39%	42%	36	1.21

Career Development and Networking Opportunities

4.86 269

4.82 256

4.43 258

4.11 247

MOR Associates, Inc.

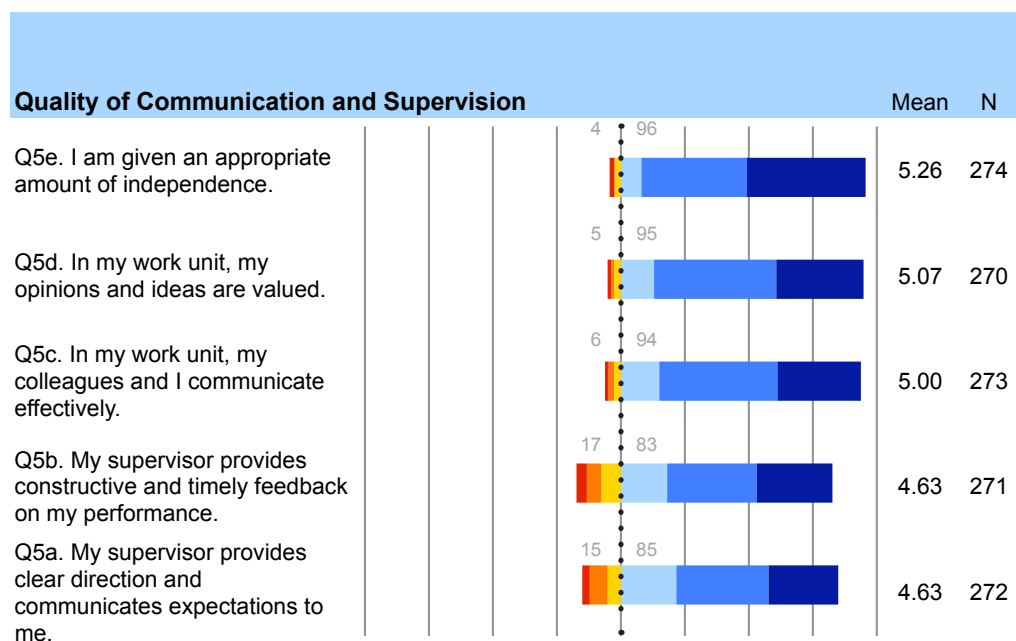
Q3a My supervisor and I discuss my career opportunities.									
	Mean	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree	Count	Std. Dev.
All	4.43	6%	5%	12%	17%	36%	23%	258	1.40
Adv Light Source	4.13	20%	0%	7%	13%	40%	20%	15	1.81
Chem Sciences	5.00	0%	0%	0%	33%	33%	33%	15	0.85
Comp Research Div	4.93	0%	0%	14%	21%	21%	43%	14	1.14
Earth Sciences	4.53	6%	6%	12%	18%	24%	35%	17	1.55
Envir Energy Tech	4.56	6%	11%	6%	6%	44%	28%	18	1.54
General Sciences	4.73	5%	5%	5%	15%	38%	33%	40	1.38
Genomics	4.67	0%	0%	0%	33%	67%	0%	12	0.49
Life Sciences	3.86	14%	7%	17%	17%	31%	14%	29	1.62
Materials Sciences	4.32	5%	5%	16%	21%	34%	19%	62	1.35
Phys Biosciences	4.25	3%	11%	19%	8%	42%	17%	36	1.40

Q3b My supervisor encourages me to participate in seminars and conferences.									
	Mean	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree	Count	Std. Dev.
All	4.86	4%	2%	8%	14%	34%	38%	269	1.28
Adv Light Source	4.80	7%	0%	0%	13%	60%	20%	15	1.21
Chem Sciences	5.06	0%	0%	17%	17%	11%	56%	18	1.21
Comp Research Div	5.47	0%	0%	7%	7%	20%	67%	15	0.92
Earth Sciences	5.00	0%	0%	19%	6%	31%	44%	16	1.15
Envir Energy Tech	5.11	0%	0%	6%	17%	39%	39%	18	0.90
General Sciences	4.78	3%	3%	10%	23%	25%	38%	40	1.27
Genomics	4.79	0%	0%	14%	21%	36%	29%	14	1.05
Life Sciences	4.59	9%	6%	3%	9%	41%	31%	32	1.58
Materials Sciences	4.81	6%	2%	6%	13%	38%	36%	64	1.37
Phys Biosciences	4.78	5%	3%	5%	16%	35%	35%	37	1.36

Q3c I am provided guidance regarding publishing my research.									
	Mean	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree	Count	Std. Dev.
All	4.82	1%	4%	7%	18%	40%	30%	256	1.12
Adv Light Source	4.40	7%	7%	13%	20%	20%	33%	15	1.59
Chem Sciences	5.11	0%	0%	5%	16%	42%	37%	19	0.88
Comp Research Div	5.00	0%	0%	7%	20%	40%	33%	15	0.93
Earth Sciences	5.13	0%	0%	7%	20%	27%	47%	15	0.99
Envir Energy Tech	4.82	0%	0%	6%	29%	41%	24%	17	0.88
General Sciences	4.67	3%	10%	3%	23%	26%	36%	39	1.40
Genomics	5.17	0%	0%	8%	8%	42%	42%	12	0.94
Life Sciences	4.63	0%	7%	7%	20%	50%	17%	30	1.07
Materials Sciences	4.85	2%	0%	10%	15%	48%	26%	62	1.02
Phys Biosciences	4.75	0%	9%	3%	16%	47%	25%	32	1.16

Q3d My supervisor provides information to me about funding opportunities.									
	Mean	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree	Count	Std. Dev.
All	4.11	7%	8%	13%	28%	25%	19%	247	1.45
Adv Light Source	4.13	13%	0%	7%	33%	33%	13%	15	1.51
Chem Sciences	4.00	7%	20%	0%	33%	20%	20%	15	1.60
Comp Research Div	4.50	0%	0%	29%	29%	7%	36%	14	1.29
Earth Sciences	4.44	6%	6%	13%	25%	13%	38%	16	1.59
Envir Energy Tech	4.59	6%	6%	12%	18%	18%	41%	17	1.58
General Sciences	3.92	6%	11%	14%	33%	28%	8%	36	1.32
Genomics	4.91	0%	0%	9%	9%	64%	18%	11	0.83
Life Sciences	4.16	10%	6%	3%	35%	29%	16%	31	1.46
Materials Sciences	3.91	9%	12%	16%	22%	26%	16%	58	1.53
Phys Biosciences	3.79	9%	6%	24%	32%	18%	12%	34	1.39

Quality of Communication and Supervision



[illegible]

Q5a My supervisor provides clear direction and communicates expectations to me.									
	Mean	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree	Count	Std. Dev.
All	4.63	3%	7%	5%	22%	36%	27%	272	1.29
Adv Light Source	4.41	0%	6%	12%	35%	29%	18%	17	1.12
Chem Sciences	5.10	0%	0%	5%	25%	25%	45%	20	0.97
Comp Research Div	5.00	0%	0%	7%	20%	40%	33%	15	0.93
Earth Sciences	4.75	0%	13%	0%	25%	25%	38%	16	1.34
Envir Energy Tech	4.39	6%	11%	6%	28%	17%	33%	18	1.58
General Sciences	4.55	3%	10%	5%	28%	23%	33%	40	1.40
Genomics	4.79	0%	7%	0%	21%	50%	21%	14	1.05
Life Sciences	4.03	9%	9%	6%	31%	31%	13%	32	1.47
Materials Sciences	4.68	3%	6%	6%	13%	46%	25%	63	1.28
Phys Biosciences	4.81	3%	5%	3%	11%	54%	24%	37	1.17

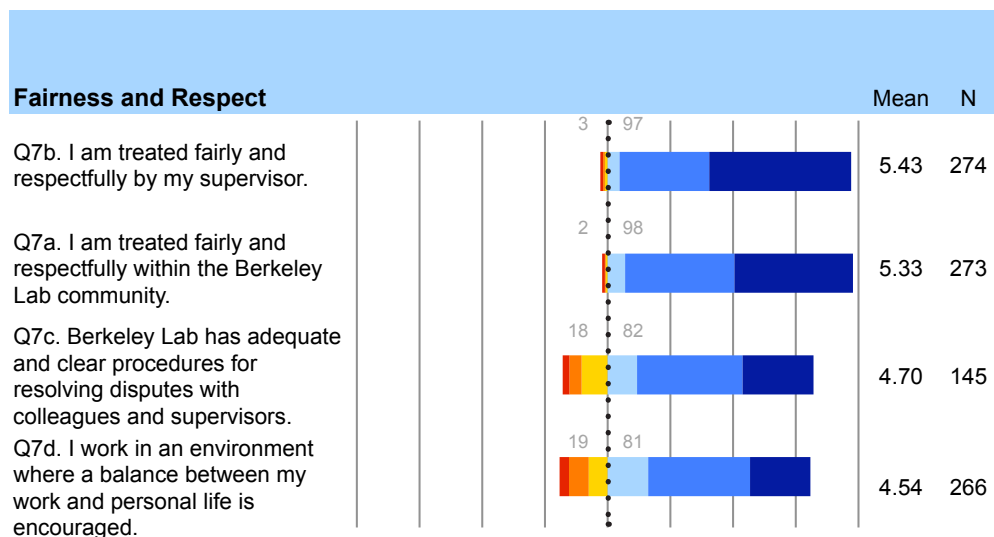
Q5b My supervisor provides constructive and timely feedback on my performance.									
	Mean	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree	Count	Std. Dev.
All	4.63	4%	6%	8%	18%	35%	30%	271	1.34
Adv Light Source	4.12	6%	6%	18%	29%	24%	18%	17	1.41
Chem Sciences	5.15	0%	5%	5%	15%	20%	55%	20	1.18
Comp Research Div	5.00	0%	0%	7%	14%	50%	29%	14	0.88
Earth Sciences	4.81	0%	13%	0%	13%	44%	31%	16	1.28
Envir Energy Tech	4.39	11%	6%	11%	11%	28%	33%	18	1.72
General Sciences	4.68	5%	5%	3%	25%	30%	33%	40	1.37
Genomics	4.86	0%	0%	14%	14%	43%	29%	14	1.03
Life Sciences	4.09	9%	3%	13%	31%	31%	13%	32	1.40
Materials Sciences	4.60	2%	10%	11%	13%	35%	30%	63	1.36
Phys Biosciences	4.86	5%	3%	0%	14%	49%	30%	37	1.25

Q5c In my work unit, my colleagues and I communicate effectively.									
	Mean	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree	Count	Std. Dev.
All	5.00	1%	2%	3%	15%	46%	33%	273	1.01
Adv Light Source	4.82	0%	6%	0%	24%	47%	24%	17	1.01
Chem Sciences	4.90	0%	10%	0%	5%	60%	25%	20	1.12
Comp Research Div	5.13	0%	0%	7%	20%	27%	47%	15	0.99
Earth Sciences	5.29	0%	0%	0%	12%	47%	41%	17	0.69
Envir Energy Tech	4.89	0%	0%	11%	28%	22%	39%	18	1.08
General Sciences	5.18	0%	3%	3%	10%	45%	40%	40	0.90
Genomics	5.33	0%	0%	0%	13%	40%	47%	15	0.72
Life Sciences	4.66	6%	3%	6%	22%	28%	34%	32	1.43
Materials Sciences	4.92	3%	2%	2%	11%	59%	24%	63	1.04
Phys Biosciences	5.11	0%	0%	0%	17%	56%	28%	36	0.67

Q5d In my work unit, my opinions and ideas are valued.									
	Mean	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree	Count	Std. Dev.
All	5.07	1%	1%	3%	13%	48%	34%	270	0.95
Adv Light Source	5.00	0%	0%	0%	25%	50%	25%	16	0.73
Chem Sciences	5.20	0%	0%	0%	5%	70%	25%	20	0.52
Comp Research Div	5.27	0%	0%	7%	7%	40%	47%	15	0.88
Earth Sciences	5.12	0%	0%	0%	18%	53%	29%	17	0.70
Envir Energy Tech	4.72	6%	6%	6%	17%	28%	39%	18	1.49
General Sciences	5.29	0%	0%	0%	5%	61%	34%	38	0.57
Genomics	4.93	0%	0%	13%	7%	53%	27%	15	0.96
Life Sciences	4.84	6%	0%	6%	13%	41%	34%	32	1.32
Materials Sciences	5.00	2%	2%	2%	18%	45%	32%	62	0.99
Phys Biosciences	5.22	0%	3%	0%	14%	41%	43%	37	0.89

Q5e I am given an appropriate amount of independence.									
	Mean	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree	Count	Std. Dev.
All	5.26	2%	0%	2%	8%	41%	46%	274	0.95
Adv Light Source	5.00	6%	0%	0%	12%	47%	35%	17	1.22
Chem Sciences	5.60	0%	0%	0%	15%	10%	75%	20	0.75
Comp Research Div	5.40	0%	0%	0%	13%	33%	53%	15	0.74
Earth Sciences	5.18	0%	0%	6%	18%	29%	47%	17	0.95
Envir Energy Tech	5.06	6%	0%	6%	0%	50%	39%	18	1.26
General Sciences	5.28	0%	0%	5%	5%	48%	43%	40	0.78
Genomics	5.33	0%	0%	0%	0%	67%	33%	15	0.49
Life Sciences	5.00	6%	0%	3%	6%	47%	38%	32	1.27
Materials Sciences	5.29	2%	0%	0%	10%	44%	44%	63	0.85
Phys Biosciences	5.38	0%	3%	3%	5%	32%	57%	37	0.92

Fairness and Respect



Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q7a. I am treated fairly and respectfully within the Berkeley Lab community.	5.33 273 0.82 / 0.10	4.94 17 0.66 / 0.31	5.60 20 0.60 / 0.26	5.40 15 0.63 / 0.32	5.53 17 0.51 / 0.24	5.11 18 1.28 / 0.59	5.60 40 0.55 / 0.17	5.27 15 1.10 / 0.56	5.00 31 1.29 / 0.45	5.30 64 0.63 / 0.16	5.44 36 0.65 / 0.21
Q7b. I am treated fairly and respectfully by my supervisor.	5.43 274 0.85 / 0.10	5.06 17 1.03 / 0.49	5.65 20 0.49 / 0.21	5.67 15 0.49 / 0.25	5.65 17 0.49 / 0.23	5.11 18 1.28 / 0.59	5.60 40 0.78 / 0.24	5.47 15 0.92 / 0.46	5.06 32 1.08 / 0.37	5.46 63 0.62 / 0.15	5.51 37 0.93 / 0.30
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with colleagues and supervisors.	4.70 145 1.27 / 0.21	4.33 12 1.30 / 0.74	4.86 7 1.46 / 1.08	4.67 9 1.73 / 1.13	5.43 7 0.53 / 0.40	4.60 10 1.58 / 0.98	4.58 19 1.17 / 0.53	5.00 4 0.82 / 0.80	4.21 19 1.55 / 0.70	4.91 35 1.04 / 0.34	4.83 23 1.23 / 0.50
Q7d. I work in an environment where a balance between my work and personal life is encouraged.	4.54 266 1.35 / 0.16	4.18 17 1.51 / 0.72	4.55 20 1.19 / 0.52	4.60 15 1.45 / 0.74	4.75 16 1.48 / 0.73	5.24 17 0.66 / 0.32	4.50 38 1.20 / 0.38	4.86 14 1.29 / 0.68	4.10 30 1.52 / 0.54	4.44 63 1.30 / 0.32	4.72 36 1.50 / 0.49

Q7a I am treated fairly and respectfully within the Berkeley Lab community.									
	Mean	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree	Count	Std. Dev.
All	5.33	1%	0%	1%	7%	44%	47%	273	0.82
Adv Light Source	4.94	0%	0%	0%	24%	59%	18%	17	0.66
Chem Sciences	5.60	0%	0%	0%	5%	30%	65%	20	0.60
Comp Research Div	5.40	0%	0%	0%	7%	47%	47%	15	0.63
Earth Sciences	5.53	0%	0%	0%	0%	47%	53%	17	0.51
Envir Energy Tech	5.11	6%	0%	6%	0%	44%	44%	18	1.28
General Sciences	5.60	0%	0%	0%	3%	35%	63%	40	0.55
Genomics	5.27	0%	7%	0%	7%	33%	53%	15	1.10
Life Sciences	5.00	6%	0%	3%	6%	45%	39%	31	1.29
Materials Sciences	5.30	0%	0%	0%	9%	52%	39%	64	0.63
Phys Biosciences	5.44	0%	0%	0%	8%	39%	53%	36	0.65

Q7b I am treated fairly and respectfully by my supervisor.									
	Mean	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree	Count	Std. Dev.
All	5.43	1%	1%	1%	5%	36%	57%	274	0.85
Adv Light Source	5.06	0%	6%	0%	12%	47%	35%	17	1.03
Chem Sciences	5.65	0%	0%	0%	0%	35%	65%	20	0.49
Comp Research Div	5.67	0%	0%	0%	0%	33%	67%	15	0.49
Earth Sciences	5.65	0%	0%	0%	0%	35%	65%	17	0.49
Envir Energy Tech	5.11	6%	0%	6%	0%	44%	44%	18	1.28
General Sciences	5.60	0%	3%	0%	3%	25%	70%	40	0.78
Genomics	5.47	0%	0%	7%	7%	20%	67%	15	0.92
Life Sciences	5.06	3%	0%	3%	13%	44%	38%	32	1.08
Materials Sciences	5.46	0%	0%	0%	6%	41%	52%	63	0.62
Phys Biosciences	5.51	3%	0%	0%	3%	30%	65%	37	0.93

Q7c Berkeley Lab has adequate and clear procedures for resolving disputes with colleagues and supervisors.									
	Mean	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree	Count	Std. Dev.
All	4.70	3%	5%	10%	12%	42%	28%	145	1.27
Adv Light Source	4.33	0%	8%	25%	8%	42%	17%	12	1.30
Chem Sciences	4.86	0%	14%	0%	14%	29%	43%	7	1.46
Comp Research Div	4.67	11%	0%	11%	11%	22%	44%	9	1.73
Earth Sciences	5.43	0%	0%	0%	0%	57%	43%	7	0.53
Envir Energy Tech	4.60	10%	0%	10%	10%	40%	30%	10	1.58
General Sciences	4.58	0%	5%	16%	16%	42%	21%	19	1.17
Genomics	5.00	0%	0%	0%	25%	50%	25%	4	0.82
Life Sciences	4.21	5%	16%	5%	21%	32%	21%	19	1.55
Materials Sciences	4.91	3%	0%	6%	11%	54%	26%	35	1.04
Phys Biosciences	4.83	0%	4%	17%	4%	39%	35%	23	1.23

Q7d I work in an environment where a balance between my work and personal life is encouraged.									
	Mean	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree	Count	Std. Dev.
All	4.54	4%	8%	8%	16%	41%	24%	266	1.35
Adv Light Source	4.18	12%	0%	18%	12%	47%	12%	17	1.51
Chem Sciences	4.55	0%	10%	5%	25%	40%	20%	20	1.19
Comp Research Div	4.60	7%	7%	0%	20%	40%	27%	15	1.45
Earth Sciences	4.75	6%	6%	6%	0%	50%	31%	16	1.48
Envir Energy Tech	5.24	0%	0%	0%	12%	53%	35%	17	0.66
General Sciences	4.50	3%	5%	8%	26%	39%	18%	38	1.20
Genomics	4.86	0%	7%	14%	0%	43%	36%	14	1.29
Life Sciences	4.10	7%	10%	20%	10%	37%	17%	30	1.52
Materials Sciences	4.44	2%	13%	5%	21%	41%	19%	63	1.30
Phys Biosciences	4.72	6%	8%	3%	14%	31%	39%	36	1.50

Compensation and Benefits

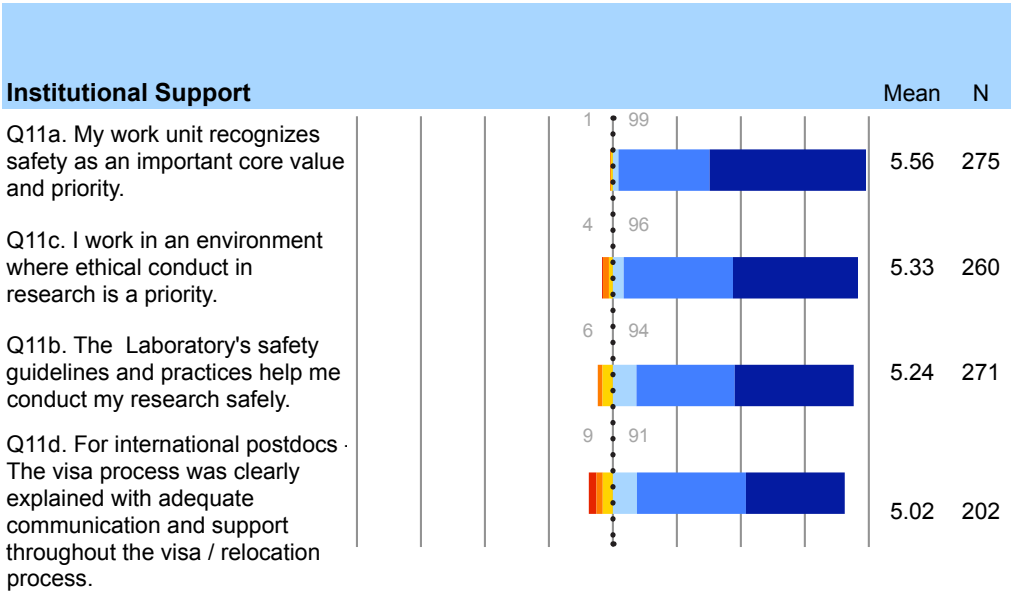
Mean	N
4.71	268
4.37	268

MOR Associates, Inc.

Q9a I am satisfied with my compensation as a postdoc at Berkeley Lab.									
	Mean	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree	Count	Std. Dev.
All	4.37	7%	5%	10%	21%	34%	23%	268	1.44
Adv Light Source	5.06	0%	0%	6%	12%	53%	29%	17	0.83
Chem Sciences	4.00	5%	0%	40%	15%	25%	15%	20	1.34
Comp Research Div	5.33	0%	0%	0%	20%	27%	53%	15	0.82
Earth Sciences	4.93	0%	0%	7%	20%	47%	27%	15	0.88
Envir Energy Tech	4.53	6%	12%	12%	0%	35%	35%	17	1.66
General Sciences	5.08	0%	3%	3%	15%	45%	35%	40	0.92
Genomics	4.64	0%	14%	0%	29%	21%	36%	14	1.39
Life Sciences	3.78	19%	9%	6%	19%	34%	13%	32	1.74
Materials Sciences	4.06	11%	3%	13%	29%	30%	14%	63	1.47
Phys Biosciences	3.69	11%	11%	14%	31%	23%	9%	35	1.47

Q9b I am satisfied with my benefits as a postdoc at Berkeley Lab.									
	Mean	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree	Count	Std. Dev.
All	4.71	4%	3%	6%	17%	48%	23%	268	1.19
Adv Light Source	5.20	0%	0%	0%	27%	27%	47%	15	0.86
Chem Sciences	4.90	0%	0%	10%	5%	70%	15%	20	0.79
Comp Research Div	5.13	0%	0%	7%	13%	40%	40%	15	0.92
Earth Sciences	4.53	0%	13%	7%	20%	33%	27%	15	1.36
Envir Energy Tech	4.71	6%	6%	12%	0%	41%	35%	17	1.53
General Sciences	4.98	0%	5%	3%	13%	50%	30%	40	1.00
Genomics	5.07	0%	0%	7%	13%	47%	33%	15	0.88
Life Sciences	4.53	9%	0%	6%	16%	50%	19%	32	1.39
Materials Sciences	4.37	8%	3%	5%	24%	47%	13%	62	1.33
Phys Biosciences	4.59	3%	3%	5%	22%	57%	11%	37	1.04

Institutional Support



[illegible]

Q11a My work unit recognizes safety as an important core value and priority.									
	Mean	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree	Count	Std. Dev.
All	5.56	0%	0%	1%	2%	36%	61%	275	0.62
Adv Light Source	5.59	0%	0%	0%	0%	41%	59%	17	0.51
Chem Sciences	5.55	0%	0%	0%	0%	45%	55%	20	0.51
Comp Research Div	5.87	0%	0%	0%	0%	13%	87%	15	0.35
Earth Sciences	5.65	0%	0%	0%	0%	35%	65%	17	0.49
Envir Energy Tech	5.61	0%	0%	0%	0%	39%	61%	18	0.50
General Sciences	5.58	0%	0%	0%	3%	38%	60%	40	0.55
Genomics	5.60	0%	0%	0%	0%	40%	60%	15	0.51
Life Sciences	5.31	0%	3%	0%	3%	50%	44%	32	0.82
Materials Sciences	5.47	0%	0%	3%	6%	31%	59%	64	0.76
Phys Biosciences	5.73	0%	0%	0%	0%	27%	73%	37	0.45

Q11b The Laboratory's safety guidelines and practices help me conduct my research safely.									
	Mean	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree	Count	Std. Dev.
All	5.24	0%	2%	4%	9%	38%	46%	271	0.91
Adv Light Source	5.24	0%	0%	6%	0%	59%	35%	17	0.75
Chem Sciences	4.84	0%	5%	5%	16%	47%	26%	19	1.07
Comp Research Div	5.80	0%	0%	0%	0%	20%	80%	15	0.41
Earth Sciences	5.65	0%	0%	0%	0%	35%	65%	17	0.49
Envir Energy Tech	5.50	0%	0%	0%	6%	39%	56%	18	0.62
General Sciences	5.43	0%	0%	3%	8%	35%	55%	40	0.75
Genomics	5.20	0%	0%	7%	7%	47%	40%	15	0.86
Life Sciences	4.84	0%	6%	9%	16%	31%	38%	32	1.22
Materials Sciences	5.16	0%	2%	3%	13%	41%	41%	61	0.90
Phys Biosciences	5.16	0%	3%	5%	11%	35%	46%	37	1.01

Q11c I work in an environment where ethical conduct in research is a priority.									
	Mean	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree	Count	Std. Dev.
All	5.33	0%	2%	2%	4%	43%	49%	260	0.87
Adv Light Source	5.19	0%	0%	6%	6%	50%	38%	16	0.83
Chem Sciences	5.40	0%	0%	0%	5%	50%	45%	20	0.60
Comp Research Div	5.67	0%	0%	0%	0%	33%	67%	15	0.49
Earth Sciences	5.56	0%	0%	0%	6%	31%	63%	16	0.63
Envir Energy Tech	5.31	0%	6%	0%	6%	31%	56%	16	1.08
General Sciences	5.47	0%	0%	0%	3%	47%	50%	38	0.56
Genomics	5.50	0%	0%	0%	7%	36%	57%	14	0.65
Life Sciences	5.23	3%	0%	3%	3%	45%	45%	31	1.06
Materials Sciences	5.22	0%	5%	0%	3%	51%	41%	59	0.93
Phys Biosciences	5.17	0%	6%	6%	6%	31%	51%	35	1.15

Q11d For international postdocs - The visa process was clearly explained with adequate communication and support throughout the visa / relocation process.									
	Mean	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree	Count	Std. Dev.
All	5.02	3%	2%	4%	9%	43%	39%	202	1.16
Adv Light Source	4.75	8%	0%	0%	8%	67%	17%	12	1.29
Chem Sciences	5.53	0%	0%	0%	6%	35%	59%	17	0.62
Comp Research Div	4.82	0%	9%	0%	18%	45%	27%	11	1.17
Earth Sciences	4.45	9%	0%	18%	9%	36%	27%	11	1.57
Envir Energy Tech	5.25	0%	0%	17%	0%	25%	58%	12	1.14
General Sciences	5.41	0%	0%	0%	6%	47%	47%	32	0.61
Genomics	5.00	0%	10%	0%	0%	60%	30%	10	1.15
Life Sciences	4.47	11%	5%	0%	21%	37%	26%	19	1.58
Materials Sciences	5.02	0%	4%	6%	12%	40%	38%	50	1.06
Phys Biosciences	4.96	7%	0%	4%	7%	43%	39%	28	1.35

Section Three

Results by

Demographics

Marital Status

Research, Training, and Mentoring: Marital Status

Question	All	Married/ Domestic Partnrshp	Single
Q1a. I am satisfied with the overall direction of my research.	5.04	4.99	5.11
	258	150	108
	0.92	0.98	0.81
Question	All	Married/ Domestic Partnrshp	Single
Q1b. My supervisor takes time to discuss the science behind the experiments and issues that arise in my research.	5.00	4.95	5.06
	261	150	111
	1.25	1.31	1.18
Question	All	Married/ Domestic Partnrshp	Single
Q1c. I receive the training needed to do my postdoc research.	4.97	5.06	4.85
	259	149	110
	1.06	1.06	1.05
Question	All	Married/ Domestic Partnrshp	Single
Q1d. I have the resources needed to do my research.	5.15	5.14	5.16
	259	151	108
	1.00	0.99	1.02
Question	All	Married/ Domestic Partnrshp	Single
Q1e. I have access and exposure to other research groups and am able to collaborate freely across programs.	4.82	4.82	4.81
	255	145	110
	1.15	1.17	1.12

Career Development and Networking Opportunities: Marital Status

Question	All	Married/ Domestic Partnrshp	Single
Q3a. My supervisor and I discuss my career opportunities.	4.44	4.56	4.27
	245	146	99
	1.39	1.42	1.35
Question	All	Married/ Domestic Partnrshp	Single
Q3b. My supervisor encourages me to participate in seminars and conferences.	4.90	4.92	4.88
	256	147	109
	1.24	1.30	1.17
Question	All	Married/ Domestic Partnrshp	Single
Q3c. I am provided guidance regarding publishing my research.	4.86	4.88	4.83
	244	143	101
	1.10	1.08	1.13
Question	All	Married/ Domestic Partnrshp	Single
Q3d. My supervisor provides information to me about funding opportunities.	4.17	4.18	4.15
	235	137	98
	1.41	1.41	1.40

Quality of Communication and Supervision: Marital Status

Question	All	Married/ Domestic Partnrshp	Single
Q5a. My supervisor provides clear direction and communicates expectations to me.	4.65	4.64	4.67
	259	149	110
	1.27	1.29	1.25
Question	All	Married/ Domestic Partnrshp	Single
Q5b. My supervisor provides constructive and timely feedback on my performance.	4.64	4.60	4.70
	258	149	109
	1.32	1.36	1.27
Question	All	Married/ Domestic Partnrshp	Single
Q5c. In my work unit, my colleagues and I communicate effectively.	5.03	4.99	5.08
	260	149	111
	0.99	1.05	0.92
Question	All	Married/ Domestic Partnrshp	Single
Q5d. In my work unit, my opinions and ideas are valued.	5.10	5.07	5.15
	257	148	109
	0.91	0.94	0.87
Question	All	Married/ Domestic Partnrshp	Single
Q5e. I am given an appropriate amount of independence.	5.29	5.28	5.30
	261	150	111
	0.89	1.02	0.68

Fairness and Respect: Marital Status

Question	All	Married/ Domestic Partnrshp	Single
Q7a. I am treated fairly and respectfully within the Berkeley Lab community.	5.33	5.35	5.31
	260	150	110
	0.83	0.89	0.74
Question	All	Married/ Domestic Partnrshp	Single
Q7b. I am treated fairly and respectfully by my supervisor.	5.45	5.42	5.50
	261	150	111
	0.81	0.88	0.71
Question	All	Married/ Domestic Partnrshp	Single
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with colleagues and supervisors.	4.73	4.75	4.69
	139	85	54
	1.26	1.34	1.15
Question	All	Married/ Domestic Partnrshp	Single
Q7d. I work in an environment where a balance between my work and personal life is encouraged.	4.59	4.63	4.53
	253	146	107
	1.31	1.39	1.18

Compensation and Benefits: Marital Status

Question	All	Married/ Domestic Partnrshp	Single
Q9a. I am satisfied with my compensation as a postdoc at Berkeley Lab.	4.37	4.34	4.41
	255	146	109
	1.44	1.42	1.47
Question	All	Married/ Domestic Partnrshp	Single
Q9b. I am satisfied with my benefits as a postdoc at Berkeley Lab.	4.73	4.71	4.76
	256	146	110
	1.16	1.22	1.09

Institutional Support: Marital Status

Question	All	Married/ Domestic Partnrshp	Single
Q11a. My work unit recognizes safety as an important core value and priority.	5.57 262 0.61	5.54 151 0.66	5.61 111 0.53
Question	All	Married/ Domestic Partnrshp	Single
Q11b. The Laboratory's safety guidelines and practices help me conduct my research safely.	5.25 259 0.91	5.25 149 0.96	5.25 110 0.84
Question	All	Married/ Domestic Partnrshp	Single
Q11c. I work in an environment where ethical conduct in research is a priority.	5.35 248 0.85	5.34 141 0.92	5.36 107 0.77
Question	All	Married/ Domestic Partnrshp	Single
Q11d. For international postdocs - The visa process was clearly explained with adequate communication and support throughout the visa / relocation process.	5.01 193 1.18	4.98 111 1.29	5.04 82 1.02

Citizenship

Research, Training, and Mentoring: Citizenship

Question	All	Citizen	Immigrnt	Non-Immigrnt
Q1a. I am satisfied with the overall direction of my research.	5.01	4.95	4.58	5.05
	270	66	12	192
	0.97	0.87	1.38	0.97
Q1b. My supervisor takes time to discuss the science behind the experiments and issues that arise in my research.	4.98	4.96	3.91	5.05
	270	67	11	192
	1.28	1.09	1.76	1.29
Q1c. I receive the training needed to do my postdoc research.	4.99	5.13	4.36	4.97
	269	67	11	191
	1.02	0.95	1.03	1.03
Q1d. I have the resources needed to do my research.	5.13	5.12	5.18	5.14
	269	67	11	191
	1.01	1.07	1.25	0.98
Q1e. I have access and exposure to other research groups and am able to collaborate freely across programs.	4.80	4.63	5.00	4.85
	266	64	10	192
	1.18	1.37	0.82	1.13

Career Development and Networking Opportunities: Citizenship

Question	All	Citizen	Immigrnt	Non-Immigrnt
Q3a. My supervisor and I discuss my career opportunities.	4.43	4.53	3.50	4.46
	256	64	12	180
	1.41	1.43	1.73	1.37
Question	All	Citizen	Immigrnt	Non-Immigrnt
Q3b. My supervisor encourages me to participate in seminars and conferences.	4.86	5.00	3.83	4.87
	267	66	12	189
	1.29	1.25	1.99	1.22
Question	All	Citizen	Immigrnt	Non-Immigrnt
Q3c. I am provided guidance regarding publishing my research.	4.82	4.88	4.08	4.85
	255	64	12	179
	1.12	0.97	1.44	1.14
Question	All	Citizen	Immigrnt	Non-Immigrnt
Q3d. My supervisor provides information to me about funding opportunities.	4.10	4.29	3.36	4.08
	246	62	11	173
	1.45	1.37	1.96	1.44

Quality of Communication and Supervision: Citizenship

Question	All	Citizen	Immigrnt	Non-Immigrnt
Q5a. My supervisor provides clear direction and communicates expectations to me.	4.64	4.59	4.08	4.69
	270	66	12	192
	1.28	1.30	1.68	1.25
Question	All	Citizen	Immigrnt	Non-Immigrnt
Q5b. My supervisor provides constructive and timely feedback on my performance.	4.65	4.56	4.00	4.72
	269	66	12	191
	1.33	1.24	1.91	1.31
Question	All	Citizen	Immigrnt	Non-Immigrnt
Q5c. In my work unit, my colleagues and I communicate effectively.	5.00	5.09	4.25	5.02
	271	67	12	192
	1.01	0.98	1.66	0.95
Question	All	Citizen	Immigrnt	Non-Immigrnt
Q5d. In my work unit, my opinions and ideas are valued.	5.07	5.24	4.58	5.05
	268	67	12	189
	0.95	0.92	1.31	0.93
Question	All	Citizen	Immigrnt	Non-Immigrnt
Q5e. I am given an appropriate amount of independence.	5.27	5.36	5.00	5.25
	272	67	12	193
	0.94	0.83	1.41	0.94

Fairness and Respect: Citizenship

Question	All	Citizen	Immigrnt	Non-Immigrnt
Q7a. I am treated fairly and respectfully within the Berkeley Lab community.	5.34	5.27	5.42	5.35
	271	67	12	192
	0.82	0.98	0.51	0.78
Question	All	Citizen	Immigrnt	Non-Immigrnt
Q7b. I am treated fairly and respectfully by my supervisor.	5.43	5.55	5.17	5.41
	272	67	12	193
	0.85	0.68	0.58	0.91
Question	All	Citizen	Immigrnt	Non-Immigrnt
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with colleagues and supervisors.	4.70	4.41	4.57	4.79
	145	29	7	109
	1.27	1.59	1.62	1.15
Question	All	Citizen	Immigrnt	Non-Immigrnt
Q7d. I work in an environment where a balance between my work and personal life is encouraged.	4.54	4.51	4.64	4.55
	264	65	11	188
	1.35	1.47	1.80	1.28

Compensation and Benefits: Citizenship

Question	All	Citizen	Immigrnt	Non-Immigrnt
Q9a. I am satisfied with my compensation as a postdoc at Berkeley Lab.	4.36	4.49	4.25	4.33
	266	65	12	189
	1.44	1.45	1.42	1.45
Question	All	Citizen	Immigrnt	Non-Immigrnt
Q9b. I am satisfied with my benefits as a postdoc at Berkeley Lab.	4.71	4.75	5.00	4.68
	267	63	11	193
	1.19	1.23	0.77	1.19

Institutional Support: Citizenship

Question	All	Citizen	Immigrnt	Non-Immigrnt
Q11a. My work unit recognizes safety as an important core value and priority.	5.57	5.58	5.50	5.57
	273	67	12	194
	0.62	0.58	0.67	0.63
Question	All	Citizen	Immigrnt	Non-Immigrnt
Q11b. The Laboratory's safety guidelines and practices help me conduct my research safely.	5.24	5.23	5.25	5.24
	269	66	12	191
	0.92	0.97	1.14	0.89
Question	All	Citizen	Immigrnt	Non-Immigrnt
Q11c. I work in an environment where ethical conduct in research is a priority.	5.34	5.51	5.09	5.29
	259	67	11	181
	0.87	0.61	1.22	0.92
Question	All	Citizen	Immigrnt	Non-Immigrnt
Q11d. For international postdocs - The visa process was clearly explained with adequate communication and support throughout the visa / relocation process.	5.02	6.00	5.13	5.01
	201	1	8	192
	1.16	NA	1.36	1.16

Dependents

Research, Training, and Mentoring: Dependents

Question	All	Depndnts	No Depndnts
Q1a. I am satisfied with the overall direction of my research.	5.04	5.08	5.02
	261	71	190
	0.94	0.98	0.92
Question	All	Depndnts	No Depndnts
Q1b. My supervisor takes time to discuss the science behind the experiments and issues that arise in my research.	5.01	4.94	5.03
	263	71	192
	1.24	1.40	1.17
Question	All	Depndnts	No Depndnts
Q1c. I receive the training needed to do my postdoc research.	4.99	5.01	4.98
	261	71	190
	1.04	1.04	1.04
Question	All	Depndnts	No Depndnts
Q1d. I have the resources needed to do my research.	5.14	5.11	5.15
	261	72	189
	1.00	1.06	0.98
Question	All	Depndnts	No Depndnts
Q1e. I have access and exposure to other research groups and am able to collaborate freely across programs.	4.82	4.94	4.78
	257	69	188
	1.15	1.07	1.17

Career Development and Networking Opportunities: Dependents

Question	All	Depndnts	No Depndnts
Q3a. My supervisor and I discuss my career opportunities.	4.44 248 1.40	4.59 68 1.46	4.39 180 1.37
Question	All	Depndnts	No Depndnts
Q3b. My supervisor encourages me to participate in seminars and conferences.	4.89 259 1.25	4.99 68 1.33	4.86 191 1.23
Question	All	Depndnts	No Depndnts
Q3c. I am provided guidance regarding publishing my research.	4.84 247 1.12	4.88 67 1.09	4.83 180 1.13
Question	All	Depndnts	No Depndnts
Q3d. My supervisor provides information to me about funding opportunities.	4.14 238 1.42	4.16 62 1.45	4.14 176 1.41

Quality of Communication and Supervision: Dependents

Question	All	Depndnts	No Depndnts
Q5a. My supervisor provides clear direction and communicates expectations to me.	4.65	4.65	4.64
	262	71	191
	1.27	1.28	1.28
Question	All	Depndnts	No Depndnts
Q5b. My supervisor provides constructive and timely feedback on my performance.	4.64	4.70	4.62
	261	70	191
	1.32	1.33	1.31
Question	All	Depndnts	No Depndnts
Q5c. In my work unit, my colleagues and I communicate effectively.	5.02	5.01	5.02
	263	71	192
	1.01	1.16	0.95
Question	All	Depndnts	No Depndnts
Q5d. In my work unit, my opinions and ideas are valued.	5.09	5.07	5.10
	260	71	189
	0.92	1.03	0.88
Question	All	Depndnts	No Depndnts
Q5e. I am given an appropriate amount of independence.	5.28	5.38	5.24
	264	72	192
	0.89	0.91	0.88

Fairness and Respect: Dependents

Question	All	Depndnts	No Depndnts
Q7a. I am treated fairly and respectfully within the Berkeley Lab community.	5.33	5.36	5.31
	263	72	191
	0.82	0.98	0.76
Question	All	Depndnts	No Depndnts
Q7b. I am treated fairly and respectfully by my supervisor.	5.45	5.40	5.47
	264	72	192
	0.79	0.96	0.72
Question	All	Depndnts	No Depndnts
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with colleagues and supervisors.	4.73	4.84	4.69
	142	43	99
	1.25	1.36	1.21
Question	All	Depndnts	No Depndnts
Q7d. I work in an environment where a balance between my work and personal life is encouraged.	4.57	4.94	4.44
	256	68	188
	1.32	1.35	1.29

Compensation and Benefits: Dependents

Question	All	Depndnts	No Depndnts
Q9a. I am satisfied with my compensation as a postdoc at Berkeley Lab.	4.37	4.26	4.41
	258	69	189
	1.43	1.37	1.45
Question	All	Depndnts	No Depndnts
Q9b. I am satisfied with my benefits as a postdoc at Berkeley Lab.	4.73	4.52	4.81
	259	69	190
	1.15	1.29	1.09

Institutional Support: Dependents

Question	All	Depndnts	No Depndnts
Q11a. My work unit recognizes safety as an important core value and priority.	5.57 265 0.61	5.56 72 0.69	5.57 193 0.58
Question	All	Depndnts	No Depndnts
Q11b. The Laboratory's safety guidelines and practices help me conduct my research safely.	5.24 262 0.91	5.30 71 0.95	5.23 191 0.89
Question	All	Depndnts	No Depndnts
Q11c. I work in an environment where ethical conduct in research is a priority.	5.34 251 0.85	5.26 66 1.09	5.37 185 0.75
Question	All	Depndnts	No Depndnts
Q11d. For international postdocs - The visa process was clearly explained with adequate communication and support throughout the visa / relocation process.	5.00 195 1.17	5.16 56 1.01	4.94 139 1.23

Number of Supervisors

Research, Training, and Mentoring: Number of Supervisors

Question	All	One Super	>1 Super
Q1a. I am satisfied with the overall direction of my research.	5.02	4.97	5.12
	269	177	92
	0.94	0.97	0.89
Question	All	One Super	>1 Super
Q1b. My supervisor takes time to discuss the science behind the experiments and issues that arise in my research.	5.00	5.03	4.93
	270	178	92
	1.25	1.21	1.34
Question	All	One Super	>1 Super
Q1c. I receive the training needed to do my postdoc research.	4.97	4.90	5.10
	269	178	91
	1.05	1.07	1.00
Question	All	One Super	>1 Super
Q1d. I have the resources needed to do my research.	5.13	5.11	5.16
	269	178	91
	1.01	1.05	0.93
Question	All	One Super	>1 Super
Q1e. I have access and exposure to other research groups and am able to collaborate freely across programs.	4.82	4.70	5.03
	265	176	89
	1.16	1.23	0.97

Career Development and Networking Opportunities: Number of Supervisors

Question	All	One Super	>1 Super
Q3a. My supervisor and I discuss my career opportunities.	4.45 256 1.39	4.37 170 1.41	4.59 86 1.35
Question	All	One Super	>1 Super
Q3b. My supervisor encourages me to participate in seminars and conferences.	4.87 267 1.27	4.87 178 1.32	4.88 89 1.16
Question	All	One Super	>1 Super
Q3c. I am provided guidance regarding publishing my research.	4.82 255 1.12	4.75 169 1.17	4.97 86 1.02
Question	All	One Super	>1 Super
Q3d. My supervisor provides information to me about funding opportunities.	4.12 245 1.44	4.04 161 1.44	4.26 84 1.44

Quality of Communication and Supervision: Number of Supervisors

Question	All	One Super	>1 Super
Q5a. My supervisor provides clear direction and communicates expectations to me.	4.64	4.60	4.73
	270	178	92
	1.27	1.35	1.12
Question	All	One Super	>1 Super
Q5b. My supervisor provides constructive and timely feedback on my performance.	4.65	4.65	4.65
	269	178	91
	1.33	1.37	1.26
Question	All	One Super	>1 Super
Q5c. In my work unit, my colleagues and I communicate effectively.	5.01	4.91	5.21
	271	180	91
	1.01	1.07	0.84
Question	All	One Super	>1 Super
Q5d. In my work unit, my opinions and ideas are valued.	5.08	5.01	5.23
	268	177	91
	0.94	1.01	0.76
Question	All	One Super	>1 Super
Q5e. I am given an appropriate amount of independence.	5.27	5.20	5.41
	272	181	91
	0.93	1.03	0.67

Fairness and Respect: Number of Supervisors

Question	All	One Super	>1 Super
Q7a. I am treated fairly and respectfully within the Berkeley Lab community.	5.34	5.32	5.36
	271	179	92
	0.82	0.83	0.81
Question	All	One Super	>1 Super
Q7b. I am treated fairly and respectfully by my supervisor.	5.45	5.41	5.52
	272	180	92
	0.80	0.86	0.69
Question	All	One Super	>1 Super
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with colleagues and supervisors.	4.71	4.69	4.74
	144	94	50
	1.27	1.29	1.26
Question	All	One Super	>1 Super
Q7d. I work in an environment where a balance between my work and personal life is encouraged.	4.56	4.53	4.61
	264	174	90
	1.33	1.31	1.38

Compensation and Benefits: Number of Supervisors

Question	All	One Super	>1 Super
Q9a. I am satisfied with my compensation as a postdoc at Berkeley Lab.	4.38	4.32	4.50
	266	178	88
	1.43	1.41	1.47
Question	All	One Super	>1 Super
Q9b. I am satisfied with my benefits as a postdoc at Berkeley Lab.	4.72	4.70	4.77
	266	178	88
	1.17	1.13	1.25

Institutional Support: Number of Supervisors

Question	All	One Super	>1 Super
Q11a. My work unit recognizes safety as an important core value and priority.	5.57 273 0.62	5.55 181 0.60	5.60 92 0.65
Question	All	One Super	>1 Super
Q11b. The Laboratory's safety guidelines and practices help me conduct my research safely.	5.24 269 0.92	5.25 178 0.79	5.21 91 1.12
Question	All	One Super	>1 Super
Q11c. I work in an environment where ethical conduct in research is a priority.	5.34 258 0.85	5.34 170 0.89	5.36 88 0.76
Question	All	One Super	>1 Super
Q11d. For international postdocs - The visa process was clearly explained with adequate communication and support throughout the visa / relocation process.	5.02 200 1.16	5.04 134 1.11	4.98 66 1.28

Gender

Research, Training, and Mentoring: Gender

Question	All	Female	Male
Q1a. I am satisfied with the overall direction of my research.	5.01	4.81	5.08
	270	75	195
	0.97	1.14	0.89
Question	All	Female	Male
Q1b. My supervisor takes time to discuss the science behind the experiments and issues that arise in my research.	4.98	4.87	5.03
	270	75	195
	1.28	1.26	1.29
Question	All	Female	Male
Q1c. I receive the training needed to do my postdoc research.	4.99	4.93	5.01
	269	73	196
	1.02	0.96	1.04
Question	All	Female	Male
Q1d. I have the resources needed to do my research.	5.13	5.11	5.14
	269	74	195
	1.01	0.94	1.04
Question	All	Female	Male
Q1e. I have access and exposure to other research groups and am able to collaborate freely across programs.	4.80	4.73	4.83
	266	73	193
	1.18	1.28	1.14

Career Development and Networking Opportunities: Gender

Question	All	Female	Male
Q3a. My supervisor and I discuss my career opportunities.	4.43	4.20	4.52
	256	74	182
	1.41	1.47	1.38
Question	All	Female	Male
Q3b. My supervisor encourages me to participate in seminars and conferences.	4.86	4.71	4.92
	267	75	192
	1.29	1.45	1.22
Question	All	Female	Male
Q3c. I am provided guidance regarding publishing my research.	4.82	4.76	4.84
	255	70	185
	1.12	1.23	1.08
Question	All	Female	Male
Q3d. My supervisor provides information to me about funding opportunities.	4.10	4.07	4.11
	246	70	176
	1.45	1.49	1.44

Quality of Communication and Supervision: Gender

Question	All	Female	Male
Q5a. My supervisor provides clear direction and communicates expectations to me.	4.64	4.47	4.70
	270	76	194
	1.28	1.46	1.20
Question	All	Female	Male
Q5b. My supervisor provides constructive and timely feedback on my performance.	4.65	4.47	4.72
	269	75	194
	1.33	1.47	1.27
Question	All	Female	Male
Q5c. In my work unit, my colleagues and I communicate effectively.	5.00	4.91	5.04
	271	76	195
	1.01	1.02	1.00
Question	All	Female	Male
Q5d. In my work unit, my opinions and ideas are valued.	5.07	4.91	5.14
	268	74	194
	0.95	1.07	0.90
Question	All	Female	Male
Q5e. I am given an appropriate amount of independence.	5.27	5.21	5.29
	272	77	195
	0.94	1.04	0.89

Fairness and Respect: Gender

Question	All	Female	Male
Q7a. I am treated fairly and respectfully within the Berkeley Lab community.	5.34	5.44	5.29
	271	77	194
	0.82	0.60	0.89
Question	All	Female	Male
Q7b. I am treated fairly and respectfully by my supervisor.	5.43	5.32	5.48
	272	77	195
	0.85	0.97	0.80
Question	All	Female	Male
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with colleagues and supervisors.	4.70	4.70	4.71
	145	43	102
	1.27	1.26	1.28
Question	All	Female	Male
Q7d. I work in an environment where a balance between my work and personal life is encouraged.	4.54	4.62	4.51
	264	74	190
	1.35	1.35	1.35

Compensation and Benefits: Gender

Question	All	Female	Male
Q9a. I am satisfied with my compensation as a postdoc at Berkeley Lab.	4.36	4.36	4.37
	266	75	191
	1.44	1.54	1.41
Question	All	Female	Male
Q9b. I am satisfied with my benefits as a postdoc at Berkeley Lab.	4.71	4.64	4.74
	267	77	190
	1.19	1.36	1.11

Institutional Support: Gender

Question	All	Female	Male
Q11a. My work unit recognizes safety as an important core value and priority.	5.57	5.58	5.56
	273	77	196
	0.62	0.52	0.65
Question	All	Female	Male
Q11b. The Laboratory's safety guidelines and practices help me conduct my research safely.	5.24	5.33	5.20
	269	76	193
	0.92	0.77	0.97
Question	All	Female	Male
Q11c. I work in an environment where ethical conduct in research is a priority.	5.34	5.35	5.33
	259	75	184
	0.87	0.73	0.92
Question	All	Female	Male
Q11d. For international postdocs - The visa process was clearly explained with adequate communication and support throughout the visa / relocation process.	5.02	5.05	5.01
	201	56	145
	1.16	1.09	1.19

Ethnicity

Research, Training, and Mentoring: Ethnicity

Question	All	Asian	Other	White
Q1a. I am satisfied with the overall direction of my research.	5.04	5.04	5.00	5.04
	238	103	13	122
	0.96	0.96	0.82	0.97
Question	All	Asian	Other	White
Q1b. My supervisor takes time to discuss the science behind the experiments and issues that arise in my research.	5.01	4.98	5.15	5.02
	237	103	13	121
	1.27	1.31	1.14	1.25
Question	All	Asian	Other	White
Q1c. I receive the training needed to do my postdoc research.	4.99	4.95	4.62	5.06
	236	102	13	121
	1.03	1.08	1.04	0.97
Question	All	Asian	Other	White
Q1d. I have the resources needed to do my research.	5.14	5.11	4.83	5.21
	236	103	12	121
	0.98	1.03	1.19	0.92
Question	All	Asian	Other	White
Q1e. I have access and exposure to other research groups and am able to collaborate freely across programs.	4.85	4.81	4.58	4.91
	235	104	12	119
	1.16	1.22	1.31	1.10

Career Development and Networking Opportunities: Ethnicity

Question	All	Asian	Other	White
Q3a. My supervisor and I discuss my career opportunities.	4.44	4.51	4.38	4.40
	225	97	13	115
	1.41	1.47	1.50	1.37
Question	All	Asian	Other	White
Q3b. My supervisor encourages me to participate in seminars and conferences.	4.87	4.81	4.92	4.92
	234	101	13	120
	1.29	1.38	1.12	1.24
Question	All	Asian	Other	White
Q3c. I am provided guidance regarding publishing my research.	4.84	4.86	5.00	4.81
	224	97	13	114
	1.14	1.17	1.15	1.12
Question	All	Asian	Other	White
Q3d. My supervisor provides information to me about funding opportunities.	4.12	4.07	4.42	4.13
	214	92	12	110
	1.43	1.53	1.31	1.37

Quality of Communication and Supervision: Ethnicity

Question	All	Asian	Other	White
Q5a. My supervisor provides clear direction and communicates expectations to me.	4.63	4.61	4.77	4.64
	238	103	13	122
	1.28	1.36	1.17	1.24
Question	All	Asian	Other	White
Q5b. My supervisor provides constructive and timely feedback on my performance.	4.65	4.67	4.77	4.62
	237	101	13	123
	1.34	1.41	1.30	1.30
Question	All	Asian	Other	White
Q5c. In my work unit, my colleagues and I communicate effectively.	5.00	4.95	5.31	5.00
	239	103	13	123
	1.04	1.08	0.75	1.03
Question	All	Asian	Other	White
Q5d. In my work unit, my opinions and ideas are valued.	5.09	5.06	5.42	5.09
	235	101	12	122
	0.96	1.01	0.51	0.94
Question	All	Asian	Other	White
Q5e. I am given an appropriate amount of independence.	5.30	5.28	5.46	5.29
	240	104	13	123
	0.92	0.91	0.66	0.96

Fairness and Respect: Ethnicity

Question	All	Asian	Other	White
Q7a. I am treated fairly and respectfully within the Berkeley Lab community.	5.34	5.36	5.54	5.31
	238	104	13	121
	0.81	0.84	0.52	0.81
Q7b. I am treated fairly and respectfully by my supervisor.	5.45	5.41	5.62	5.47
	239	104	13	122
	0.86	0.88	0.51	0.87
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with colleagues and supervisors.	4.69	4.81	4.50	4.59
	131	64	6	61
	1.30	1.28	0.84	1.36
Q7d. I work in an environment where a balance between my work and personal life is encouraged.	4.59	4.69	4.92	4.48
	234	102	12	120
	1.33	1.34	1.08	1.34

Compensation and Benefits: Ethnicity

Question	All	Asian	Other	White
Q9a. I am satisfied with my compensation as a postdoc at Berkeley Lab.	4.38	4.30	5.00	4.38
	233	102	13	118
	1.46	1.57	0.58	1.41
Question	All	Asian	Other	White
Q9b. I am satisfied with my benefits as a postdoc at Berkeley Lab.	4.72	4.73	4.69	4.72
	234	102	13	119
	1.21	1.31	0.63	1.16

Institutional Support: Ethnicity

Question	All	Asian	Other	White
Q11a. My work unit recognizes safety as an important core value and priority.	5.58	5.61	5.69	5.54
	240	104	13	123
	0.60	0.60	0.63	0.60
Q11b. The Laboratory's safety guidelines and practices help me conduct my research safely.	5.21	5.21	5.46	5.18
	236	102	13	121
	0.94	1.02	0.66	0.89
Q11c. I work in an environment where ethical conduct in research is a priority.	5.31	5.36	5.50	5.25
	229	99	12	118
	0.90	0.90	0.67	0.92
Q11d. For international postdocs - The visa process was clearly explained with adequate communication and support throughout the visa / relocation process.	4.99	5.14	5.13	4.84
	179	81	8	90
	1.20	1.13	0.83	1.28

Years of Service

Research, Training, and Mentoring: Years of Service

Question	All	One Year	Two Years	Three Years	Four Years	Five Years
Q1a. I am satisfied with the overall direction of my research.	5.02	5.03	4.98	4.98	5.36	4.75
	269	153	60	41	11	4
	0.94	0.96	1.00	0.91	0.50	0.96
Question	All	One Year	Two Years	Three Years	Four Years	Five Years
Q1b. My supervisor takes time to discuss the science behind the experiments and issues that arise in my research.	5.00	5.06	4.82	4.78	5.73	5.50
	270	155	60	40	11	4
	1.25	1.19	1.35	1.46	0.47	0.58
Question	All	One Year	Two Years	Three Years	Four Years	Five Years
Q1c. I receive the training needed to do my postdoc research.	4.97	4.99	4.97	4.80	5.36	5.00
	269	153	60	41	11	4
	1.05	1.01	1.10	1.21	0.67	0.82
Question	All	One Year	Two Years	Three Years	Four Years	Five Years
Q1d. I have the resources needed to do my research.	5.13	5.07	5.27	5.08	5.36	5.25
	269	154	60	40	11	4
	1.01	1.07	0.90	1.05	0.50	0.96
Question	All	One Year	Two Years	Three Years	Four Years	Five Years
Q1e. I have access and exposure to other research groups and am able to collaborate freely across programs.	4.82	4.80	4.73	4.95	5.18	4.75
	265	152	59	39	11	4
	1.16	1.16	1.14	1.28	0.60	1.26

Career Development and Networking Opportunities: Years of Service

Question	All	One Year	Two Years	Three Years	Four Years	Five Years
Q3a. My supervisor and I discuss my career opportunities.	4.45	4.27	4.66	4.59	4.82	5.25
	256	142	58	41	11	4
	1.39	1.39	1.34	1.48	1.25	0.96
Question	All	One Year	Two Years	Three Years	Four Years	Five Years
Q3b. My supervisor encourages me to participate in seminars and conferences.	4.87	4.92	4.73	4.73	5.45	5.00
	267	151	60	41	11	4
	1.27	1.17	1.46	1.38	0.82	1.41
Question	All	One Year	Two Years	Three Years	Four Years	Five Years
Q3c. I am provided guidance regarding publishing my research.	4.82	4.87	4.88	4.45	5.27	4.25
	255	142	58	40	11	4
	1.12	1.09	1.16	1.20	0.79	1.26
Question	All	One Year	Two Years	Three Years	Four Years	Five Years
Q3d. My supervisor provides information to me about funding opportunities.	4.12	4.14	4.16	3.84	4.78	4.25
	245	137	57	38	9	4
	1.44	1.33	1.62	1.64	0.83	1.26

Quality of Communication and Supervision: Years of Service

Question	All	One Year	Two Years	Three Years	Four Years	Five Years
Q5a. My supervisor provides clear direction and communicates expectations to me.	4.64	4.74	4.76	4.10	4.73	4.25
	270	155	59	41	11	4
	1.27	1.24	1.24	1.46	0.90	0.50
Question	All	One Year	Two Years	Three Years	Four Years	Five Years
Q5b. My supervisor provides constructive and timely feedback on my performance.	4.65	4.75	4.62	4.32	4.73	4.50
	269	153	60	41	11	4
	1.33	1.31	1.33	1.54	0.90	0.58
Question	All	One Year	Two Years	Three Years	Four Years	Five Years
Q5c. In my work unit, my colleagues and I communicate effectively.	5.01	5.05	4.98	4.80	5.36	5.00
	271	157	58	41	11	4
	1.00	0.97	1.13	1.03	0.67	0.82
Question	All	One Year	Two Years	Three Years	Four Years	Five Years
Q5d. In my work unit, my opinions and ideas are valued.	5.09	5.08	5.17	4.88	5.45	5.25
	268	154	58	41	11	4
	0.93	0.94	0.73	1.21	0.52	0.50
Question	All	One Year	Two Years	Three Years	Four Years	Five Years
Q5e. I am given an appropriate amount of independence.	5.27	5.22	5.34	5.29	5.45	5.50
	272	157	59	41	11	4
	0.93	1.00	0.73	1.01	0.52	0.58

Fairness and Respect: Years of Service

Question	All	One Year	Two Years	Three Years	Four Years	Five Years
Q7a. I am treated fairly and respectfully within the Berkeley Lab community.	5.34	5.32	5.31	5.45	5.45	4.75
	271	157	59	40	11	4
	0.82	0.84	0.68	0.90	0.93	0.96
Q7b. I am treated fairly and respectfully by my supervisor.	5.44	5.43	5.49	5.32	5.82	5.50
	272	157	59	41	11	4
	0.80	0.84	0.63	0.96	0.40	0.58
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with colleagues and supervisors.	4.70	4.67	4.97	4.67	4.40	3.67
	145	82	31	24	5	3
	1.27	1.25	1.17	1.37	0.89	2.52
Q7d. I work in an environment where a balance between my work and personal life is encouraged.	4.55	4.63	4.43	4.68	4.36	2.75
	264	150	58	41	11	4
	1.33	1.30	1.43	1.11	1.63	1.50

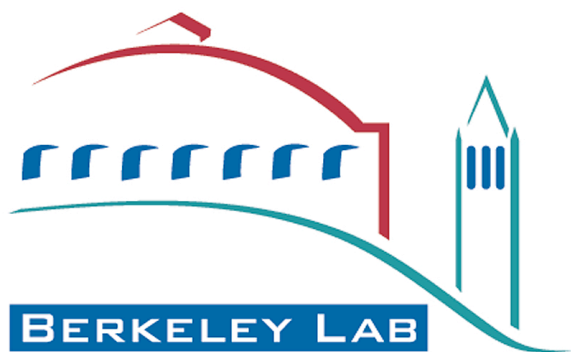
Compensation and Benefits: Years of Service

Question	All	One Year	Two Years	Three Years	Four Years	Five Years
Q9a. I am satisfied with my compensation as a postdoc at Berkeley Lab.	4.39	4.44	4.53	4.00	3.80	5.50
	266	153	58	41	10	4
	1.43	1.39	1.27	1.63	1.69	1.00
Question	All	One Year	Two Years	Three Years	Four Years	Five Years
Q9b. I am satisfied with my benefits as a postdoc at Berkeley Lab.	4.73	4.78	4.79	4.54	4.20	5.25
	266	154	57	41	10	4
	1.16	1.13	1.03	1.34	1.55	0.96

Institutional Support: Years of Service

Question	All	One Year	Two Years	Three Years	Four Years	Five Years
Q11a. My work unit recognizes safety as an important core value and priority.	5.57	5.61	5.48	5.59	5.36	5.75
	273	157	60	41	11	4
	0.62	0.62	0.68	0.55	0.50	0.50
Question	All	One Year	Two Years	Three Years	Four Years	Five Years
Q11b. The Laboratory's safety guidelines and practices help me conduct my research safely.	5.24	5.28	5.20	5.13	5.09	5.50
	269	156	60	38	11	4
	0.92	0.89	0.84	1.12	1.14	0.58
Question	All	One Year	Two Years	Three Years	Four Years	Five Years
Q11c. I work in an environment where ethical conduct in research is a priority.	5.34	5.38	5.28	5.31	5.18	5.75
	258	146	58	39	11	4
	0.85	0.77	0.89	1.06	0.87	0.50
Question	All	One Year	Two Years	Three Years	Four Years	Five Years
Q11d. For international postdocs - The visa process was clearly explained with adequate communication and support throughout the visa / relocation process.	5.02	5.01	5.00	5.18	4.57	5.00
	201	115	44	33	7	2
	1.16	1.13	1.24	1.21	1.27	0.00

Appendix A: The Survey Instrument



Postdoc Climate Survey

Please read each statement in the survey and consider the extent to which you agree with each statement. Then choose the response which best describes your impression.

If you encounter a question that you don't have an answer for, please select "N/A - Don't Know."

For the purpose of this survey, supervisor is defined as your primary immediate supervisor who regularly directs and monitors your job performance.

Research, Training, and Mentoring

Q1a Choose the response which best describes your level of agreement with each of the following statements.

	Strongly Agree6	Agree5	Slightly Agree4	Slightly Disagree3	Disagree2	Strongly Disagree1	N/A/Don't Know
I am satisfied with the overall direction of my research.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q1b My supervisor takes time to discuss the science behind the experiments and issues that arise in my research.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q1c I receive the training needed to do my postdoc research.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q1d I have the resources needed to do my research.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q1e I have access and exposure to other research groups and am able to collaborate freely across programs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q2 Are there any comments you would like to offer about research, training, and mentoring at Berkeley Lab?

Career Development and Networking Opportunities

Q3a Choose the response which best describes your level of agreement with each of the following statements.

	Strongly Agree6	Agree5	Slightly Agree4	Slightly Disagree3	Disagree2	Strongly Disagree1	N/A/Don't Know
My supervisor and I discuss my career opportunities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q3b My supervisor encourages me to participate in seminars and conferences.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q3c I am provided guidance regarding publishing my research.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q3d My supervisor provides information to me about funding opportunities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q4 Are there any comments you would like to offer about career development and networking opportunities at Berkeley Lab?

Quality of Communication and Supervision

Q5a Choose the response which best describes your level of agreement with each of the following statements.

	Strongl y Agree6	Agree5	Slightly Agree4	Slightly Disagr ee3	Disagr ee2	Strongl yDisag ree1	N/ADO n't Know
My supervisor provides clear direction and communicates expectations to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q5b My supervisor provides constructive and timely feedback on my performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q5c In my work unit, my colleagues and I communicate effectively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q5d In my work unit, my opinions and ideas are valued.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q5e I am given an appropriate amount of independence.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q6 Are there any comments you would like to offer about the quality of communication and supervision at Berkeley Lab?

Fairness and Respect

Q7a Choose the response which best describes your level of agreement with each of the following statements.

	Strongl y Agree6	Agree5	Slightly Agree4	Slightly Disagr ee3	Disagr ee2	Strongl yDisag ree1	N/ADO n't Know
I am treated fairly and respectfully within the Berkeley Lab community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q7b I am treated fairly and respectfully by my supervisor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q7c Berkeley Lab has adequate and clear procedures for resolving disputes with colleagues and supervisors.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q7d I work in an environment where a balance between my work and personal life is encouraged.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q8 Are there any comments you would like to offer about fairness and respect at Berkeley Lab?

Compensation and Benefits

Q9a Choose the response which best describes your level of agreement with each of the following statements.

	Strongly Agree6	Agree5	Slightly Agree4	Slightly Disagree3	Disagree2	Strongly Disagree1	N/A/Don't Know
I am satisfied with my compensation as a postdoc at Berkeley Lab.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q9b I am satisfied with my benefits as a postdoc at Berkeley Lab.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q10 Are there any comments you would like to offer about compensation and benefits at Berkeley Lab?

Institutional Support

Q11a Choose the response which best describes your level of agreement with each of the following statements.

	Strongly Agree6	Agree5	Slightly Agree4	Slightly Disagree3	Disagree2	Strongly Disagree1	N/A/Don't Know
My work unit recognizes safety as an important core value and priority.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q11b The Laboratory's safety guidelines and practices help me conduct my research safely.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q11c I work in an environment where ethical conduct in research is a priority.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q11d For international postdocs - The visa process was clearly explained with adequate communication and support throughout the visa / relocation process.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q12 Are there any comments you would like to offer about institutional support at Berkeley Lab?

General Information

Q13 What do you like best about being a postdoc in your work unit and/or at Berkeley Lab?

Q14 What do you like least about being a postdoc in your work unit and/or at Berkeley Lab?

Q15 What do you value about conducting your postdoc research at Berkeley Lab?

Q16 Overall, your experience working as a postdoc at Berkeley Lab is...

- ☐ Poor
- ☐ Fair
- ☐ Good
- ☐ Very Good
- ☐ Excellent

General Information

Q17a Please rate the importance of the following items as they relate to your overall satisfaction.

	Very Important 6	5	4	3	2	Not At All Important 1	N/A Don't Know
Q17a Research Training and Mentoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q17b Career Development and Networking Opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q17c Quality of Communication and Supervision	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q17d Fairness and Respect	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q17e Compensation and Benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q17f Institutional Support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q18 If you work at LBNL and a UC campus or other institution, which location is the center of your intellectual life and why?

Q19a Approximately, how many seminars do you attend per year at the following institutions?

Q19a LBNL	<input type="text"/>
Q19b UC Campuses	<input type="text"/>
Q19c Other institutions	<input type="text"/>

Q20 If you attended seminars at an institution other than LBNL or UC Campuses within the past years, please name the institution(s).

Likelihood of Attending Workshops

Q21a How likely are you to attend any of the following workshops if they were offered at Berkeley Lab in the next six months?

	I Definitel yWon't	I Probabl yWon't	I Might	I Probabl yWill	I Definitel yWill	N/A Don't Know
Grant writing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q21b Oral presentations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q21c Negotiating and resolving conflict	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q21d Scientific article writing and publishing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q21e English as a second language for scientists and researchers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q21f How to lead and motivate people	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q21g How to run a lab / management of a lab	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q21h How to balance family and career	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q21i Time management skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q21j Career planning workshop	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q21k Other, please specify below:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q22 Other workshop topics you'd like to attend in the next 6 months:

Q23 Are there any other comments you'd like to offer regarding workshops at Berkeley Lab?

Demographics

Q24 How many years have you been conducting your postdoc research at Berkeley Lab?
(Please select the nearest whole number.)

- ☐ 1
☐ 2
☐ 3
☐ 4
☐ 5

Q25 How many supervisors direct and monitor your job performance?

- ☐ 1
☐ 2 or more

Q26 What's your marital status?

- ☐ Single
☐ Married or in domestic partnership
☐ Rather not say

Q27 Do you have any dependents?

- ☐ Yes
☐ No
☐ Rather not say

Q28 Which of the following races/ethnicities do you identify yourself as? (Check all that apply.)

- ☐ American Indian or Alaskan native
☐ Asian
☐ Black or African-American
☐ Hispanic or Latino
☐ Native Hawaiian or Other Pacific Islander
☐ White
☐ Rather not say

IMPORTANT!

Please press submit below to forward your responses.
Thank you.

